

Summary

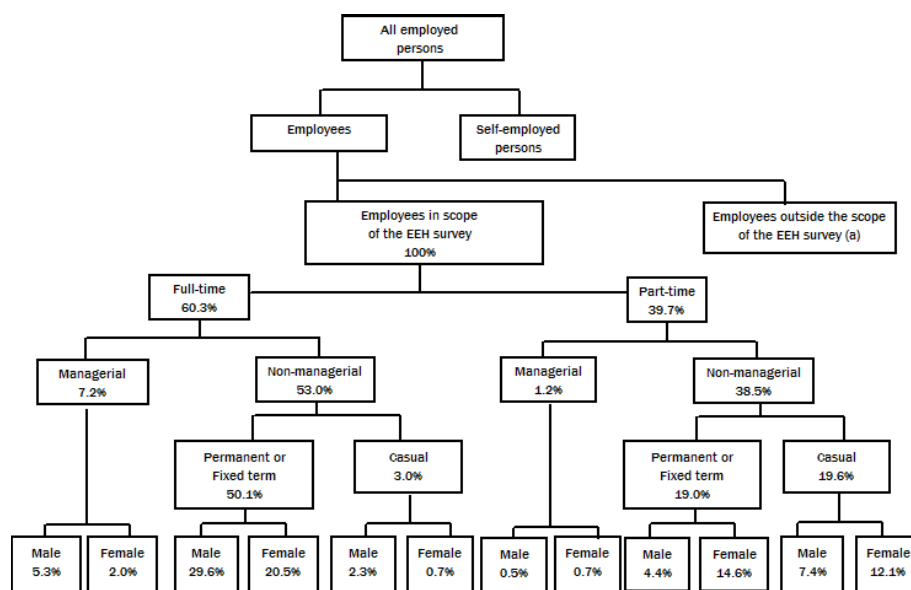
Key findings

ALL EMPLOYEES

Analysis of results for all employees provides an opportunity to compare broad earnings and employee characteristics by classifications of interest such as sex, method of setting pay, occupation, industry and sector, with the influence of compositional factors such as the proportion of part-time or casual employees. For example, an industry with low average weekly total cash earnings may have a high proportion of part-time or casual employees relative to other industries.

Key results by category

The diagram below shows for employees in scope of the May 2016 Survey of Employee Earnings and Hours, the proportion of employees by category of employee.



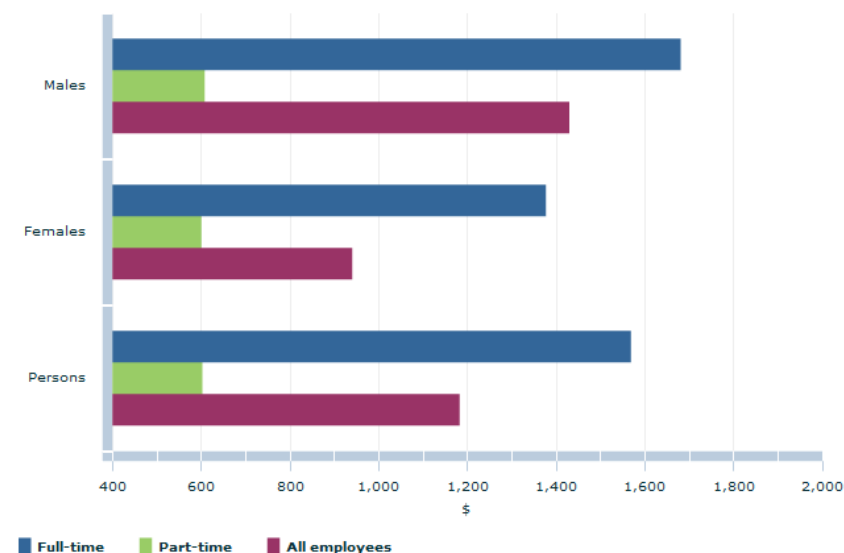
(a) See paragraphs 5 and 6 of the Explanatory Notes.

In May 2016 there were 10,147,000 employees, of whom 49.4% were male and 50.6% were female. Average weekly total cash earnings was \$1,230.70 for all employees, \$1,457.00 for male employees and \$1,010.20 for female employees. The average age of all employees was 39.4 years.

Full-time employees made up 60.3% of all employees, had average weekly total cash earnings of \$1,623.50 and had an average age of 40.5 years. Part-time employees accounted for 39.7% of all employees, had average weekly total cash earnings of \$634.70 and had an average age of 37.7 years.

Male employees were predominantly full-time (75.2% of male employees). Full-time males had average weekly total cash earnings of \$1,727.40 and an average age of 41.0 years. Part-time male employees had average weekly total cash earnings of \$637.20 and were, on average, younger than full-time males with an average age of 35.3 years.

Average Weekly Total Cash Earnings, Employment status, May 2016



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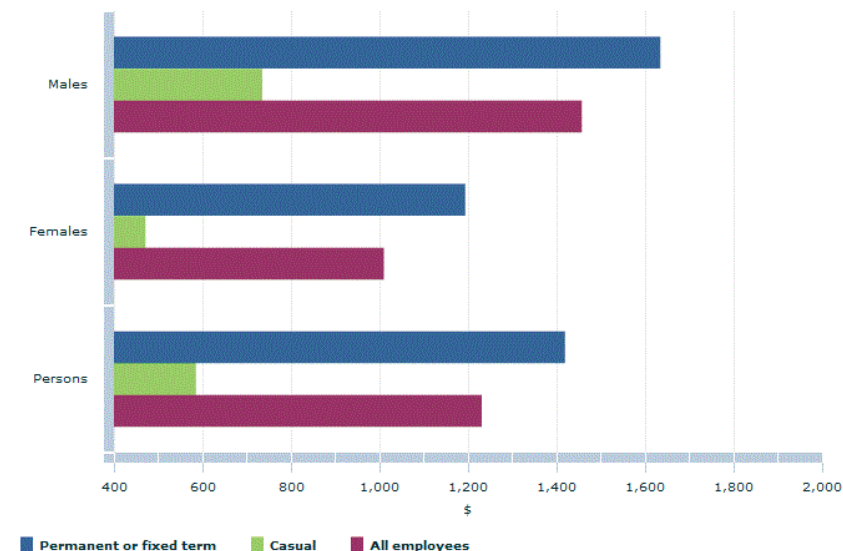
Source(s): Employee Earnings and Hours, Australia, May 2016

More female employees were employed part-time (54.3%) than full-time (45.7%). Average weekly total cash earnings was \$1,456.90 for full-time females and \$633.60 for part-time females. There was a smaller gap in the average ages of full-time females (39.8 years) and part-time females (38.8 years) than their male counterparts.

The majority of employees (77.4%) were employed on a permanent or fixed term basis. In May 2016, these employees had average weekly total cash earnings of \$1,419.00. Average weekly total cash earnings was \$1,634.20 for permanent or fixed term males and \$1,193.40 for permanent or fixed term females.

Casual employees accounted for 22.6% of employees and had average weekly total cash earnings of \$585.00. Male casual employees had average weekly total cash earnings of \$735.00 and represent 19.7% of total male employees. Male casual employees had an average age of 33.6 years, younger than the average age of female casual employees (34.6 years). Female casual employees had average weekly total cash earnings of \$471.40 and represent 25.4% of total female employees.

Average Weekly Total Cash Earnings, Employment type, May 2016



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Source(s): Employee Earnings and Hours, Australia, May 2016

The majority of employees were aged 35 years and over (59.7%). Employees aged 20 years and under comprised 7.6% of all employees. Average weekly total cash earnings was highest for employees aged 45 to 54 years of age (\$1,479.90) and lowest for employees aged 20 years and under (\$342.30).

ALL EMPLOYEES, Average weekly total cash earnings, Number of employees - Age category, May 2016

	AVERAGE WEEKLY TOTAL CASH EARNINGS (\$)	NUMBER OF EMPLOYEES ('000)
20 years and under	342.30	774.3
21 to 34 years	1 076.60	3 311.4
35 to 44 years	1 476.40	2 276.9
45 to 54 years	1 479.90	2 132.3
55 years and over	1 295.90	1 652.2
All ages	1 230.70	10 147.0

Occupation

Among major occupation groups, **Managers** had both the highest average weekly total cash earnings (\$2,298.00) and the highest average age (45.7 years). **Sales workers** had the lowest average weekly total cash earnings (\$652.20) and average age (32.7 years). **Managers** comprised 9.0% of all employees and **Sales workers** comprised 13.1% of all employees.

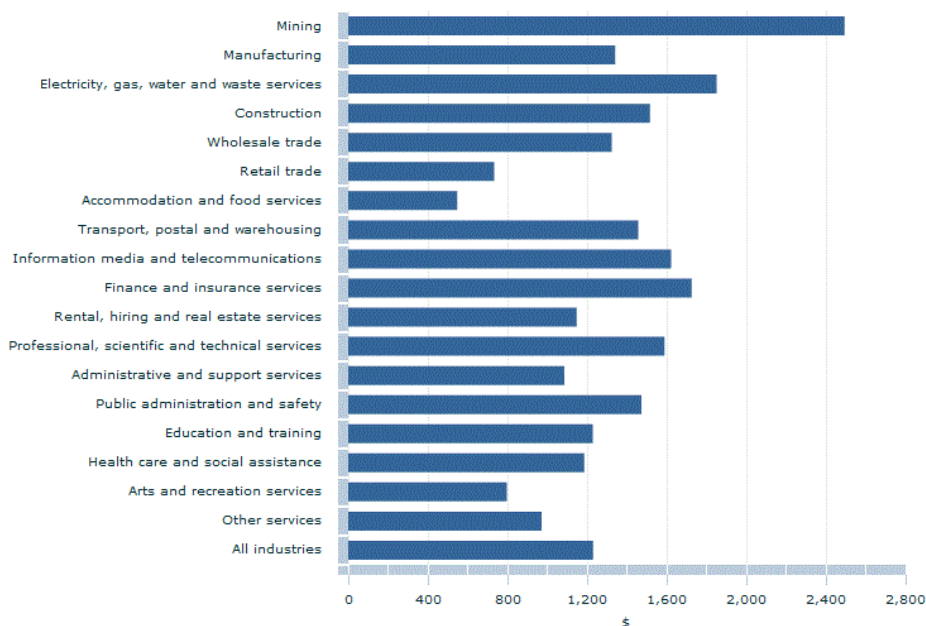
The largest proportion of employees were **Professionals** (21.5%) who received average weekly total cash earnings of \$1,631.10 and had an average age of 40.9 years. The smallest proportion of employees were **Machinery operators and drivers** (6.6%) who received average weekly total cash earnings of \$1,327.80 and had an average age of 43.7 years.

Industry

Average weekly total cash earnings was highest for employees in the **Mining** industry (\$2,494.40), who represented 1.7% of all employees and had an average age of 40.8 years. The lowest average weekly total cash earnings was for employees in the **Accommodation and food services** industry (\$548.40), who represented 7.6% of employees and had the lowest average age of all industries (28.8 years).

The largest proportion of employees were in the **Health care and social assistance** industry (12.8%), who received average weekly total cash earnings of \$1,185.30 and had an average age of 42.7 years. Employees in the **Transport, postal and warehousing** industry had the highest average age (44.8 years).

Average Weekly Total Cash Earnings, Industry, May 2016



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Source(s): Employee Earnings and Hours, Australia, May 2016

States and territories

The average weekly total cash earnings of all employees was highest in the **Australian Capital Territory** (\$1,461.90). The average weekly total cash earnings of all employees was lowest in **Tasmania** (\$1,041.00) and **South Australia** (\$1,077.00).

Sector

Average weekly total cash earnings for all employees was higher in the **public sector** (\$1,489.00) than in the **private sector** (\$1,170.00). **Private sector** employees comprised 81.0% of all employees and **public sector** employees comprised 19.0% of all employees. The average age of **public sector** employees was 43.7 years, older than that of their **private sector** counterparts (38.4 years).

Method of setting pay

Employees on **Award or Collective agreement** accounted for 59.2% of all employees in May 2016. Employees paid by **Individual arrangement**

accounted for 37.3% of all employees with the remaining 3.6% of employees being **Owner managers of incorporated enterprises**.

Employer Size

Businesses with **under 20 employees** employed almost a quarter (23.4%) of **all employees other than Owner managers of incorporated enterprises**, and almost half (48.3%) of employees paid at the **apprentice or trainee rate**. Average weekly total cash earnings for all rates of pay increased with employer size, being was lowest in businesses with **under 20 employees** (\$908.30) and highest in businesses with **1,000 and over employees** (\$1,402.10).

DISTRIBUTION OF EARNINGS FOR ALL EMPLOYEES

Weekly total cash earnings, Employment status

Median weekly total cash earnings was \$1,421.00 for all **full-time employees paid at the adult rate of pay**, and \$1,398.00 for all **full-time employees**. The lowest paid 10% of all **full-time employees paid at the adult rate of pay** received weekly total cash earnings of \$866.00 or less, and the highest paid 10% received \$2,638.00 or more.

The inter quartile range (i.e. the middle 50%) of weekly total cash earnings for all **full-time employees paid the adult rate** was from \$1,058.00 to \$1,950.00 or for all **full-time employees** was from \$1,038.00 to \$1,923.00.

Median weekly total cash earnings for all **part-time employees** was \$540.00. One in 10 **part-time employees** received weekly total cash earnings of \$124.00 or less, and one in 10 **part-time employees** received \$1,209.00 or more.

ALL EMPLOYEES, Distribution of weekly total cash earnings - Employment status, May 2016

	FULL-TIME EMPLOYEES Paid at the adult rate of pay	FULL-TIME EMPLOYEES Total	PART-TIME EMPLOYEES Total	ALL EMPLOYEES Total
ESTIMATE				
WEEKLY TOTAL CASH EARNINGS \$(a)				
Deciles and quartiles				
10th Percentile	866.00	836.00	124.00	278.00
20th Percentile	1 000.00	970.00	220.00	520.00
25th Percentile (1st quartile)	1 058.00	1 038.00	279.00	636.00
30th Percentile	1 132.00	1 105.00	332.00	731.00
40th Percentile	1 261.00	1 243.00	430.00	898.00
50th Percentile (median) (2nd quartile)	1 421.00	1 398.00	540.00	1 056.00
60th Percentile	1 596.00	1 576.00	647.00	1 241.00
70th Percentile	1 826.00	1 800.00	760.00	1 461.00
75th Percentile (3rd quartile)	1 950.00	1 923.00	828.00	1 596.00
80th Percentile	2 117.00	2 107.00	914.00	1 759.00
90th Percentile	2 638.00	2 612.00	1 209.00	2 291.00
Average weekly total cash earnings	1 651.80	1 623.50	634.70	1 230.70
STANDARD ERROR				
WEEKLY TOTAL CASH EARNINGS \$(a)				
Deciles and quartiles				
10th Percentile	4.90	6.00	5.30	12.90
20th Percentile	5.70	6.70	9.30	14.40
25th Percentile (1st quartile)	5.40	8.60	10.60	13.60
30th Percentile	7.20	7.80	10.70	13.50
40th Percentile	8.20	8.80	10.50	10.50
50th Percentile (median) (2nd quartile)	11.20	11.10	11.80	9.00
60th Percentile	11.40	13.40	9.30	12.00
70th Percentile	14.10	15.40	11.30	11.30
75th Percentile (3rd quartile)	14.90	14.30	13.40	12.70
80th Percentile	12.70	16.40	14.10	13.50
90th Percentile	26.10	23.10	23.70	23.70
Average weekly total cash earnings	13.20	13.00	10.60	12.40

(a) Percentiles are based on whole dollars only.

Non-managerial employees

NON-MANAGERIAL EMPLOYEES

Data on hours paid for is available for all employees in the non-managerial population. This enables analysis and comparisons of hours paid for and hourly earnings across classifications of interest. For example, average weekly total cash earnings may be identical for two categories of employees, however employees in one category may be paid for fewer hours per week and receive higher average hourly earnings.

Key results by category

Non-managerial employees received average weekly total cash earnings of \$1,149.40. They were paid for an average 31.0 hours per week at an average hourly total cash earnings rate of \$37.00.

Permanent full-time non-managerial employees were paid for an average 39.2 hours per week at an average hourly total cash earnings rate of \$39.40 and received \$1,546.00 average weekly total cash earnings. These employees comprised 54.7% of all non-managerial employees.

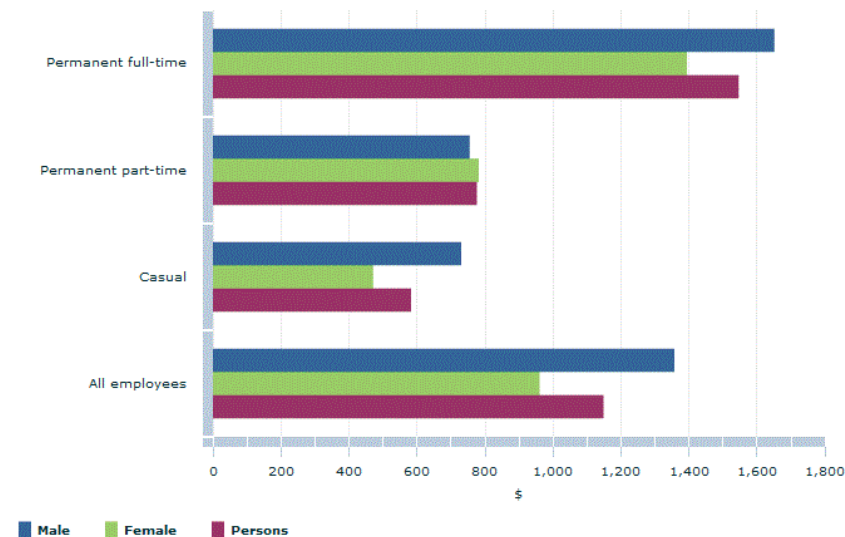
Permanent part-time non-managerial employees comprised 20.7% of all non-managerial employees. They were paid for an average 23.2 hours per week at an average hourly total cash earnings rate of \$33.40, resulting in average weekly total cash earnings of \$776.10.

Casual non-managerial employees comprised 24.6% of all non-managerial employees. These employees were paid for an average 19.4 hours per week at an average hourly total cash earnings rate of \$30.10 to receive average weekly total cash earnings of \$582.70.

Permanent full-time males represented 32.3% of all non-managerial employees. They were paid for an average 40.2 hours per week at an hourly cash rate of \$41.10 to receive average weekly total cash earnings of \$1,651.40.

Permanent full-time females represented 22.4% of all non-managerial employees. These employees were paid for an average 37.8 hours per week at an hourly cash rate of \$36.80 to receive \$1,393.90 average weekly total cash earnings.

Average Weekly Total Cash Earnings, Combined employment type & status for non-managerial employees, May 2016



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Source(s): Employee Earnings and Hours, Australia, May 2016

Occupation

Managers had the highest average hourly total cash earnings (\$56.20), followed by **Professionals** (\$50.40), of all non-managerial employees. **Managers** were, on average, paid for more total hours per week than **Professionals** (37.0 hours and 31.8 hours respectively). **Managers** received average weekly total cash earnings of \$2,079.10 compared to \$1,602.00 for **Professionals**.

Sales workers had the lowest average hourly total cash earnings (\$26.30) and were paid for the lowest average total hours per week (24.6 hours). As a result they also received the lowest average weekly total cash earnings (\$646.40) of all occupation groups.

Labourers had the second lowest average hourly total cash earnings (\$27.80) and were paid for an average 29.3 hours per week. As a result, they received higher average weekly total cash earnings (\$815.00) than **Community and personal services workers** (\$775.90), who received higher average hourly total cash earnings (\$30.90) but were paid for fewer average total hours (25.1 hours).

NON-MANAGERIAL EMPLOYEES, Average weekly total hours paid for, Average hourly total cash earnings and Average weekly total cash earnings - Occupation, May 2016

	AVERAGE WEEKLY TOTAL HOURS PAID FOR (hours)	AVERAGE HOURLY TOTAL CASH EARNINGS (\$)	AVERAGE WEEKLY TOTAL CASH EARNINGS (\$)
ESTIMATE			
Managers	37.0	56.20	2 079.10
Professionals	31.8	50.40	1 602.00
Technicians and trades workers	37.6	35.70	1 344.20
Community and personal service workers	25.1	30.90	775.90
Clerical and administrative workers	31.5	33.00	1 039.00
Sales workers	24.6	26.30	646.40
Machinery operators and drivers	39.4	33.80	1 333.60
Labourers	29.3	27.80	815.00
All occupations	31.0	37.00	1 149.40
STANDARD ERROR			
Managers	0.2	0.90	35.30
Professionals	0.3	0.50	18.80
Technicians and trades workers	0.3	0.50	20.70
Community and personal service workers	0.3	0.30	12.70
Clerical and administrative workers	0.2	0.20	10.80
Sales workers	0.5	0.30	19.50
Machinery operators and drivers	0.4	0.70	34.60
Labourers	0.5	0.30	17.10
All occupations	0.2	0.30	11.30

Industry

For all non-managerial employees, those in the **Mining** industry had the highest average hourly total cash earnings (\$56.60) and average weekly total hours paid for (42.7 hours), resulting in the highest average weekly total cash earnings (\$2,418.60).

Non-managerial employees in the **Accommodation and food services** had the lowest average hourly total cash earnings (\$23.90) and average weekly total hours paid for (21.9 hours), resulting in the lowest average weekly total cash earnings (\$523.10).

NON-MANAGERIAL EMPLOYEES, Average weekly total hours paid for, Average hourly total cash earnings and Average weekly total cash earnings - Industry, May 2016

	AVERAGE WEEKLY TOTAL HOURS PAID FOR (hours)	AVERAGE HOURLY TOTAL CASH EARNINGS (\$)	AVERAGE WEEKLY TOTAL CASH EARNINGS (\$)
ESTIMATE			
Mining	42.7	56.60	2 418.60
Manufacturing	36.8	34.10	1 254.60
Electricity, gas, water and waste services	38.5	46.80	1 803.40
Construction	38.9	38.70	1 502.30
Wholesale trade	34.7	34.00	1 180.10
Retail trade	26.3	26.20	689.20
Accommodation and food services	21.9	23.90	523.10
Transport, postal and warehousing	38.6	36.30	1 401.90
Information media and telecommunications	33.5	45.50	1 523.30
Finance and insurance services	34.9	43.30	1 508.80
Rental, hiring and real estate services	32.9	32.70	1 078.80
Professional, scientific and technical services	33.6	43.50	1 462.10
Administrative and support services	30.7	33.00	1 011.90
Public administration and safety	33.7	41.70	1 405.10
Education and training	26.7	43.60	1 163.10
Health care and social assistance	28.3	39.80	1 126.10
Arts and recreation services	22.0	31.70	697.20
Other services	30.0	30.20	908.60
All industries	31.0	37.00	1 149.40

STANDARD ERROR			
Mining	0.7	1.10	43.80
Manufacturing	0.4	1.70	65.90
Electricity, gas, water and waste services	0.2	0.70	27.40
Construction	0.5	1.10	41.60
Wholesale trade	0.6	0.80	34.20
Retail trade	0.5	0.30	19.00
Accommodation and food services	1.0	0.50	30.40
Transport, postal and warehousing	0.7	0.60	27.70
Information media and telecommunications	0.3	0.80	30.80
Finance and insurance services	0.3	0.90	34.70
Rental, hiring and real estate services	0.7	0.90	40.40
Professional, scientific and technical services	0.5	0.80	39.40
Administrative and support services	0.7	0.80	33.90
Public administration and safety	0.3	0.30	19.50
Education and training	0.5	0.40	23.40
Health care and social assistance	0.2	0.70	23.30
Arts and recreation services	0.8	0.70	33.10
Other services	0.8	0.80	37.90
All industries	0.2	0.30	11.30

np not available for publication but included in totals where applicable, unless otherwise indicated

Methods of setting pay

Amongst non-managerial employees, the most common method of setting pay was **Collective agreement** (38.9%). Employees paid by **Collective agreement** had the highest average hourly total cash earnings (\$39.60), and were paid for an average 30.7 total hours per week. As a result these employees received average weekly total cash earnings of \$1,215.20.

Employees paid by **Individual arrangement** accounted for 36.6% of non-managerial employees and received the highest average weekly total cash earnings of \$1,311.60. They were paid for the highest average hours per week (34.0 hours) at an average hourly total cash rate of \$38.50.

Employees paid by **Award only** had the lowest average hourly total cash earnings (\$29.60), were paid for the lowest average total hours per week (27.1 hours) and received the lowest average weekly total cash earnings (\$802.80). The employees accounted for 24.5% of all non-managerial employees.

NON-MANAGERIAL EMPLOYEES, Average weekly total hours paid for, Average hourly total cash earnings and Average weekly total cash earnings - Method of setting pay, May 2016 (a)

	AVERAGE WEEKLY TOTAL HOURS PAID FOR (hours)	AVERAGE HOURLY TOTAL CASH EARNINGS (\$)	AVERAGE WEEKLY TOTAL CASH EARNINGS (\$)
ESTIMATE			
Award only	27.1	29.60	802.80
Collective agreement(b)	30.7	39.60	1 215.20
Individual arrangement(c)	34.0	38.50	1 311.60
All methods of setting pay	31.0	37.00	1 149.40
STANDARD ERROR			
Award only	0.3	0.20	11.20
Collective agreement(b)	0.3	0.40	19.50
Individual arrangement(c)	0.3	0.40	17.90
All methods of setting pay	0.2	0.30	11.30

(a) The non-managerial employee population does not include owner managers of incorporated enterprises.

(b) Includes registered and unregistered collective agreements.

(c) Includes registered and unregistered individual arrangements.

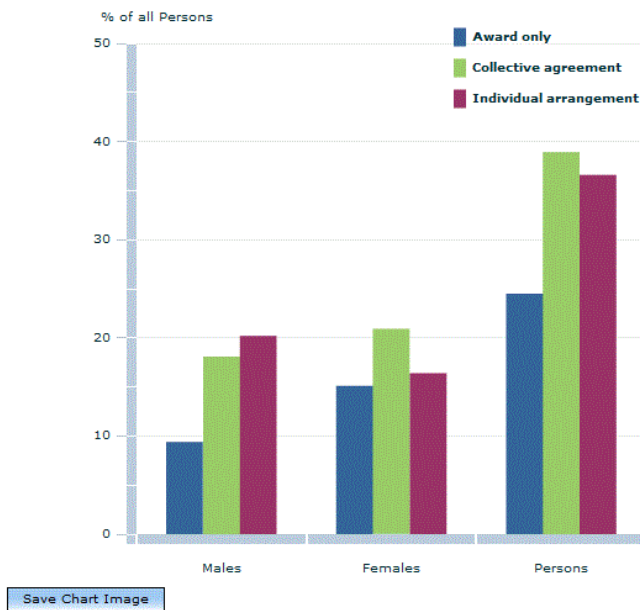
For permanent full-time non-managerial employees, the most common method of setting pay was **Individual arrangement** (46.2%). Most permanent part-time non-managerial employees were paid by **Collective agreement** (54.0%). For casual non-managerial employees, **Award only** (44.8%) was the most common method of setting pay.

The highest average hourly total cash earnings received by non-managerial employees were paid to permanent full-time males under a **Collective agreement** (\$44.40). They were also paid for the highest average weekly total hours (40.6 hours), resulting in the highest average weekly total cash earnings (\$1,805.10).

For non-managerial employees, the most common method of setting pay was **Individual arrangement** (42.4%) for males, and **Collective agreement**

(39.8%) for females.

Methods of Setting Pay, Non managerial employees, May 2016



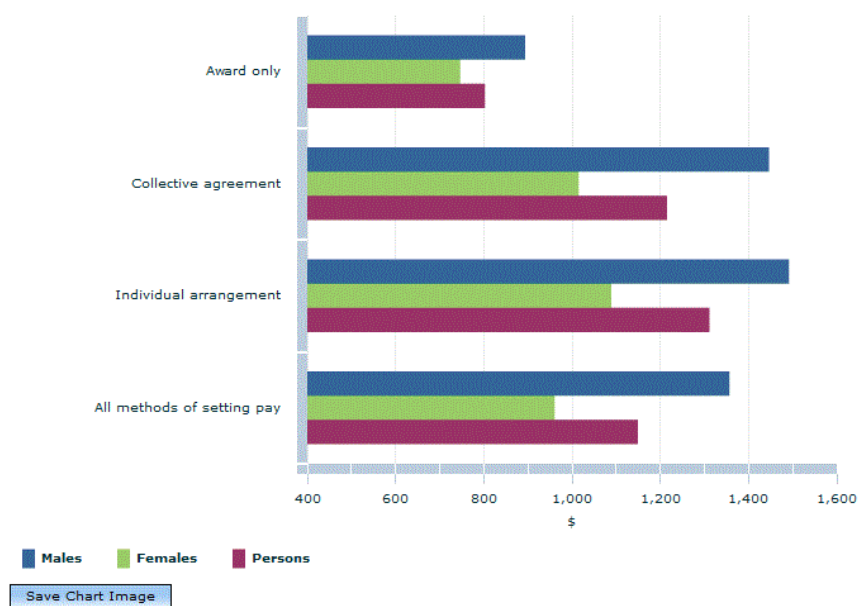
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Source(s): Employee Earnings and Hours, Australia, May 2016

Average weekly total cash earnings for non-managerial female employees was \$960.40, which was 70.8% of the average received by male employees (\$1,357.00).

Average Weekly Total Cash Earnings, Method of setting pay, May 2016



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Source(s): Employee Earnings and Hours, Australia, May 2016

Occupation

Collective agreement was the most common method of setting pay for the following five occupation groups: **Community and personal service workers** (44.9%), **Sales workers** (43.6%) and **Professionals** (43.1%), **Machinery operators and drivers** (41.5%), and **Labourers** (37.1%)

Individual arrangement was the most common method of setting pay for **Managers** (62.3%), **Technicians and trades workers** (48.4%) and **Clerical and administrative workers** (47.8%).

Award only was not the most common method of setting pay for any occupation group. The occupation groups with the largest proportion of employees paid by **Award only** were **Community and personal service workers** (39.2%), **Labourers** (37.0%) and **Sales workers** (31.0%).

Industry

The industry with the highest proportion of employees paid by **Award only** was the **Accommodation and food services** industry (42.7%). The **Public administration and safety** (77.6%) and **Education and training** (63.2%) industries had the highest proportion of employees paid by **Collective agreement**. The **Professional, scientific and technical services** (79.5%) and **Wholesale trade** (70.3%) industries had the highest proportions of employees paid by **Individual arrangement**.

States and territories

Tasmania had the highest proportion of non-managerial employees whose pay was set by **Award only** (34.4%). The **Australian Capital Territory** had the highest proportion of employees whose pay was set by **Collective agreement** (64.5%), and **New South Wales** had the highest proportion of employees whose pay was set by **Individual arrangement** (40.8%).

Of employees paid by **Collective agreement**, the highest average weekly total cash earnings was received by employees in the **Northern Territory** (\$1,552.40) and **Australian Capital Territory** (\$1,514.30). **Western Australian** had the highest average weekly total cash earnings for employees paid under **Individual arrangement** (\$1,464.60).

Employees paid by **Award only** in the **Australian Capital Territory** had the lowest average weekly total cash earnings (\$490.20) of all states and territories. Of those employees paid by **Award only**, the highest average weekly total cash earnings was received in **New South Wales** (\$953.60).

Sector

For non-managerial employees, the most common method of setting pay in the **private sector** was **Individual arrangement** (45.1%), followed by **Collective agreement** (30.7%). The average weekly total cash earnings for **private sector** employees paid by **Individual arrangement** was \$1,304.30 and by **Collective agreement** was \$1,088.40.

Seventy-two per cent of employees in the **public sector** were paid by **Collective agreement** and earned an average weekly total cash earnings of \$1,432.10.

Employees paid by **Award only** made up 24.2% of non-managerial employees in the **private sector** and 25.6% of non-managerial employees in the **public sector**. Non-managerial employees paid by **Award only** received average weekly total cash earnings of \$653.80 in the **private sector** and \$1,368.40 in the **public sector**.

Employer Size

Of those non-managerial employees paid by **Individual arrangement**, 37.9% were employed by businesses with **under 20 employees**. Of employees paid by **Award only**, 33.6% worked for businesses with **under 20 employees**. Those non-managerial employees who had their pay set by **Collective agreement** were mostly employed by businesses with **1,000 and over employees** (55.0%).

Non-managerial employees paid by **Individual arrangement** working for employers with **1,000 and over employees** received the highest average weekly total cash earnings (\$1,934.50), and those paid by **Award only** in businesses with **under 20 employees** received the lowest (\$573.20).

Non-managerial employees paid by award only

NON-MANAGERIAL EMPLOYEES PAID BY AWARD ONLY

Key results by category

Of the 2,276,100 non-managerial employees paid by Award only, 45.0% were casual, 36.3% were permanent full-time and 18.8% were permanent part-time. The average weekly total cash earnings for these employees was \$802.80.

The average weekly total cash earnings for permanent full-time non-managerial employees paid by Award only was \$1,212.90. They were paid for an average 38.6 total weekly hours at an average hourly total cash rate of \$31.50.

Permanent part-time non-managerial employees paid by Award only worked an average of 22.7 total hours a week at an average hourly total cash rate of \$30.10. These employees received \$682.20 in average weekly total cash earnings.

The average hourly total cash earnings for casual non-managerial employees was \$26.50 and they were paid for an average 19.7 hours. They received \$522.30 in average weekly total cash earnings.

Occupation

Community and personal service workers made up the largest proportion of all non-managerial employees paid by Award only, followed by **Sales workers** (21.8% and 17.9% respectively). Average weekly total cash earnings was \$641.40 for **Community and personal service workers** and \$527.80 for **Sales Workers**.

NON-MANAGERIAL EMPLOYEES PAID BY AWARD ONLY, Average weekly total cash earnings and Number of employees - Occupation, May 2016

	AVERAGE WEEKLY TOTAL CASH EARNINGS (\$)	NUMBER OF EMPLOYEES ('000)
ESTIMATE		
Managers	1 718.40	35.2
Professionals	1 363.50	325.6
Technicians and trades workers	856.20	275.2
Community and personal service workers	641.40	496.2
Clerical and administrative workers	834.80	263.9
Sales workers	527.80	406.7
Machinery operators and drivers	966.80	131.3
Labourers	605.40	342.1

All occupations	802.80	2 276.1
STANDARD ERROR		
Managers	78.30	3.2
Professionals	29.50	17.8
Technicians and trades workers	26.90	20.5
Community and personal service workers	20.80	28.6
Clerical and administrative workers	18.20	18.9
Sales workers	18.10	29.2
Machinery operators and drivers	42.90	14.1
Labourers	22.50	30.4
All occupations	11.20	70.8

Industry

Employees in the **Retail trade** industry made up the largest proportion of all non-managerial employees paid by Award only, followed by the **Health care and social assistance industry** (16.1% and 15.5% respectively). Average weekly total cash earnings was \$563.70 for employees in the **Retail trade** industry and \$1,071.70 for employees in the **Health care and social assistance** industry.

NON-MANAGERIAL EMPLOYEES PAID BY AWARD ONLY, Average weekly total cash earnings and Number of employees - Industry, May 2016

	AVERAGE WEEKLY TOTAL CASH EARNINGS (\$)	NUMBER OF EMPLOYEES ('000)
ESTIMATE		
Mining	np	np
Manufacturing	724.30	118.5
Electricity, gas, water and waste services	1 054.70	6.4
Construction	887.80	117.3
Wholesale trade	680.50	69.7
Retail trade	563.70	367.6
Accommodation and food services	478.70	316.6
Transport, postal and warehousing	1 139.40	50.6
Information media and telecommunications	716.60	7.9
Finance and insurance services	np	np
Rental, hiring and real estate services	678.30	45.6
Professional, scientific and technical services	np	58.9
Administrative and support services	728.20	240.7
Public administration and safety	1 351.70	118.9
Education and training	1 117.90	235.4
Health care and social assistance	1 071.70	353.9
Arts and recreation services	418.70	39.9
Other services	675.40	115.0
All industries	802.80	2 276.1
STANDARD ERROR		
Mining	np	np
Manufacturing	52.60	16.1
Electricity, gas, water and waste services	47.90	1.2
Construction	48.10	16.7
Wholesale trade	63.60	10.5
Retail trade	21.40	32.2
Accommodation and food services	16.20	27.1
Transport, postal and warehousing	66.00	8.3
Information media and telecommunications	88.70	1.5
Finance and insurance services	np	np
Rental, hiring and real estate services	49.20	5.2
Professional, scientific and technical services	np	9.3
Administrative and support services	37.70	26.9
Public administration and safety	44.40	9.2
Education and training	37.90	19.2
Health care and social assistance	27.90	19.9
Arts and recreation services	25.90	4.8
Other services	55.00	17.4
All industries	11.20	70.8

np not available for publication but included in totals where applicable, unless otherwise indicated

States and territories

New South Wales had the largest number of non-managerial employees paid by Award only (937,500 employees). This represented 32.2% of all non-managerial employees in **New South Wales**. These employees received average weekly total cash earnings of \$953.60.

Non-managerial employees paid by Award only comprised 34.4% of all non-managerial employees in **Tasmania**, making this the state or territory with the largest proportion of non-managerial employees paid by Award only. These employees received \$928.40 in average weekly total cash earnings.

Non-managerial employees paid by Award only in the **Australian Capital Territory** received the lowest average weekly total cash earnings (\$490.20). These employees accounted for 10.6% of all non-managerial employees in the **Australian Capital Territory**, the smallest proportion of all non-managerial employees paid by Award only of any state or territory.

NON-MANAGERIAL EMPLOYEES PAID BY AWARD ONLY and ALL NON-MANAGERIAL EMPLOYEES, Average weekly total cash earnings and Number of employees - States and territories, May 2016

	NON-MANAGERIAL EMPLOYEES PAID BY AWARD ONLY AVERAGE WEEKLY TOTAL CASH EARNINGS (\$)	NON-MANAGERIAL EMPLOYEES PAID BY AWARD ONLY NUMBER OF EMPLOYEES ('000)	ALL NON-MANAGERIAL EMPLOYEES NUMBER OF EMPLOYEES ('000)
ESTIMATE			
New South Wales	953.60	937.5	2 908.3
Victoria	656.30	447.8	2 381.6
Queensland	744.00	479.7	1 872.4

South Australia	667.70	137.9	593.0
Western Australia	642.60	172.5	1 050.3
Tasmania	928.40	60.9	177.2
Northern Territory	672.90	18.7	108.8
Australian Capital Territory	490.20	21.1	198.5
Australia	802.80	2 276.1	9 290.1

STANDARD ERROR

New South Wales	19.00	37.8	60.0
Victoria	20.70	31.3	75.3
Queensland	31.70	37.4	84.3
South Australia	42.80	15.5	27.3
Western Australia	48.30	18.0	34.4
Tasmania	32.90	4.9	6.9
Northern Territory	47.20	2.6	5.0
Australian Capital Territory	39.30	3.5	13.7
Australia	11.20	70.8	127.7

Sector

Non-managerial employees paid by **Award only** made up similar proportions of all non-managerial employees in the **private** and **public sectors** (24.2% and 25.6% respectively).

NON-MANAGERIAL EMPLOYEES PAID BY AWARD ONLY and ALL NON-MANAGERIAL EMPLOYEES, Average weekly total cash earnings and Number of employees - Sector, May 2016

	NON-MANAGERIAL EMPLOYEES PAID BY AWARD ONLY AVERAGE WEEKLY TOTAL CASH EARNINGS (\$)	NON-MANAGERIAL EMPLOYEES PAID BY AWARD ONLY NUMBER OF EMPLOYEES ('000)	ALL NON-MANAGERIAL EMPLOYEES NUMBER OF EMPLOYEES ('000)
ESTIMATE			
Private sector	653.80	1 801.6	7 439.1
Public sector	1 368.40	474.5	1 851.1
All sectors	802.80	2 276.1	9 290.1
STANDARD ERROR			
Private sector	11.50	70.4	121.5
Public sector	26.50	19.5	35.6
All sectors	11.20	70.8	127.7

Full-time non-managerial employees paid at the adult rate

FULL-TIME NON-MANAGERIAL EMPLOYEES PAID AT THE ADULT RATE

Analysis of estimates for full-time non-managerial employees paid at the adult rate provides an opportunity to compare earnings and hours paid for by classifications of interest such as sex, method of setting pay, occupation, industry and sector without compositional elements such as the proportion of part-time employees, or employees paid at junior, apprentice or trainee or disability rates. For example, an industry with a large proportion of part-time employees and employees paid at the junior rate will have lower average earnings for all employees than an industry with a small proportion of part-time employees and employees paid at the junior rate.

Key results by category

In May 2016, there were 5,191,800 full-time non-managerial employees paid at the adult rate of whom 59.4% were male and 40.6% were female. The majority of these employees (94.3%) were employed on a permanent or fixed term basis. Of all full-time non-managerial employees paid at the adult rate, 5.7% were casual.

Average weekly total cash earnings was \$1,564.00 for full-time non-managerial employees paid at the adult rate (\$1,674.50 for male employees and \$1,402.20 for female employees). For these employees, average weekly total hours paid for was 39.3 hours (40.3 hours for males and 37.9 hours for females). Average hourly total cash earnings was \$39.80 for all full-time non-managerial employees paid at the adult rate (\$41.60 for male employees and \$37.00 for female employees).

Occupation

Among full-time non-managerial employees paid at the adult rate, **Machinery operators and drivers** had the highest average weekly total hours paid for (43.3 hours). **Clerical and administrative workers** and **Professionals** both had the lowest average weekly total hours paid for (37.9 hours). **Managers** had the highest average hourly total cash earnings (\$56.80) and **Sales workers** and **Labourers** had the lowest (\$29.70 and \$29.80 respectively).

Industry

Average weekly total hours paid for was highest in the **Mining** industry (43.5 hours) and lowest in the **Education and training** industry (36.4 hours) for full-time non-managerial employees paid at the adult rate. The **Mining** industry also had the highest average hourly total cash earnings of \$56.90. Full-time non-managerial employees paid at the adult rate in the **Accommodation and food services** industry had the lowest average hourly total cash earnings of \$27.50.

The **Manufacturing** industry employed the highest proportion of all full-time non-managerial employees paid at the adult rate (10.6%), followed by the **Public administration and safety** industry (9.3%).

Sector

For full-time non-managerial employees paid at the adult rate, average weekly total hours paid for was higher in the **private sector** (39.8 hours) than in the **public sector** (37.7 hours). In contrast, average hourly total cash earnings was higher in the **public sector** (\$46.20) than the **private sector** (\$38.00). Of all full-time non-managerial employees paid at the adult rate, 77.5% were employed in the **private sector** and 22.5% in the **public sector**.

Methods of setting pay

The most common method of setting pay for full-time non-managerial employees paid at the adult rate was an **Individual arrangement** (47.0%). The average weekly total cash earnings for these employees was \$1,561.20. On average, they were paid for a total of 39.3 hours a week at an average hourly total cash earnings rate of \$39.70.

The next most common method of setting pay for full-time non-managerial employees paid at the adult rate was **Collective agreement** (37.1%). These employees had the highest average hourly total cash earnings (\$42.70) and were paid for the most total hours per week (39.5 hours). The average weekly total cash earnings for this group of employees was \$1,689.30.

The least common method of setting pay for full-time non-managerial employees paid at the adult rate was **Award only** (15.9%). These employees, paid for an average 38.7 weekly total hours, received the lowest average total cash earnings per week (\$1,279.20) and per hour (\$33.10).

DISTRIBUTION OF EARNINGS

Weekly total cash earnings, Method of setting pay

Median weekly total cash earnings for full-time non-managerial employees paid at the adult rate was \$1,376.00. The lowest paid 25% of these employees received \$1,048.00 or less in weekly total cash earnings. The next 50% (or inter quartile range) of full-time non-managerial employees paid at the adult rate received weekly total cash earnings between \$1,048.00 and \$1,852.00.

One in 10 full-time non-managerial employees paid at the adult rate received weekly total cash earnings of \$866.00 or less, while one in 10 received weekly total cash earnings of \$2,461.00 or more.

Median weekly total cash earnings for full-time non-managerial employees paid at the adult rate was highest for those paid by **Collective agreement** (\$1,530.00) followed by **Individual arrangement** (\$1,339.00). **Award only** employees received the lowest median weekly cash earnings (\$1,139.00).

The inter quartile ranges for full-time non-managerial employees paid at the adult rate were: between \$1,181.00 and \$1,990.00 for those paid by collective agreement; between \$1,036.00 and \$1,833.00 for those paid by individual arrangement; and between \$895.00 and \$1,577.00 for those employees paid by award only.

FULL-TIME NON-MANAGERIAL EMPLOYEES PAID AT THE ADULT RATE, Distribution of weekly total cash earnings - Method of setting pay, May 2016

	Award only	Collective agreement(a)	Individual arrangement(b)	All methods of setting pay
ESTIMATE				
WEEKLY TOTAL CASH EARNINGS \$(c)				
Deciles and quartiles				
10th Percentile	783.00	938.00	866.00	866.00
20th Percentile	864.00	1 111.00	981.00	987.00
25th Percentile (1st quartile)	895.00	1 181.00	1 036.00	1 048.00
30th Percentile	934.00	1 244.00	1 087.00	1 112.00
40th Percentile	1 032.00	1 389.00	1 200.00	1 234.00
50th Percentile (median) (2nd quartile)	1 139.00	1 530.00	1 339.00	1 376.00
60th Percentile	1 256.00	1 690.00	1 486.00	1 539.00
70th Percentile	1 447.00	1 875.00	1 680.00	1 740.00
75th Percentile (3rd quartile)	1 577.00	1 990.00	1 833.00	1 852.00
80th Percentile	1 698.00	2 115.00	2 031.00	2 009.00
90th Percentile	1 942.00	2 534.00	2 535.00	2 461.00
Average weekly total cash earnings	1 279.20	1 689.30	1 561.20	1 564.00
STANDARD ERROR				
WEEKLY TOTAL CASH EARNINGS \$(c)				
Deciles and quartiles				
10th Percentile	10.80	14.10	6.50	4.40
20th Percentile	10.50	19.50	9.30	6.60
25th Percentile (1st quartile)	11.30	15.70	10.60	7.30
30th Percentile	15.50	17.50	11.20	7.00
40th Percentile	19.30	18.40	14.60	8.80
50th Percentile (median) (2nd quartile)	15.70	18.80	13.90	11.50
60th Percentile	24.90	17.80	16.40	12.60
70th Percentile	35.10	18.60	23.50	13.40
75th Percentile (3rd quartile)	29.50	16.90	25.60	12.30
80th Percentile	26.30	16.90	40.00	19.00
90th Percentile	33.00	25.60	45.00	24.20
Average weekly total cash earnings	16.20	16.40	18.20	11.50

(a) Includes registered and unregistered collective agreements.

(b) Includes registered and unregistered individual arrangements.

(c) Percentiles are based on whole dollars only.

Weekly total cash earnings, Occupation by Sex

For all full-time non-managerial employees paid at the adult rate, the occupation groups with the highest median weekly total cash earnings were **Managers** (\$2,096.00) and **Professionals** (\$1,756.00). Ten percent of **Managers** received weekly total cash earnings of \$3,272.00 or more, and the highest paid 10% of **Professionals** received \$2,783.00 or more.

The occupation groups with the lowest median weekly total cash earnings for full-time non-managerial employees paid at the adult rate were **Sales workers** (\$1,036.00) and **Labourers** (\$1,055.00).

Median weekly total cash earnings for full-time non-managerial employees paid at the adult rate was higher for males (\$1,463.00) than females

(\$1,259.00). The lowest paid 10% of males received weekly total cash earnings of \$898.00 or less compared to \$838.00 or less for females. The highest paid 10% of male full-time non-managerial employees paid at the adult rate received weekly total cash earnings of \$2,650.00 or more compared to \$2,115.00 or more for their female counterparts.

Median weekly total cash earnings was highest for **Managers** for both males (\$2,244.00) and females (\$1,878.00).

Both male and female median weekly total cash earnings was lowest for **Labourers** (males \$1,104.00, females \$917.00) and **Sales workers** (males \$1,119.00, females \$962.00). The difference between median weekly total cash earnings for male and female full-time non-managerial employees paid at the adult rate was smallest for **Sales workers** (\$157.00) and greatest for **Community and personal service workers** (\$412.00).

Median Weekly Total Cash Earnings, Full-time non-managerial employees, adult rate of pay - Occupation by Sex, May 2016



Save Chart Image

Australian Bureau of Statistics

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Source(s): Employee Earnings and Hours, Australia, May 2016

Weekly total cash earnings, Industry

Median weekly total cash earnings for all full-time non-managerial employees paid at the adult rate was highest for those employees in the **Mining** industry (\$2,377.00), which was \$661.00 higher than for the next highest industry, **Electricity, gas, water and waste services** (\$1,716.00). One in four full-time non-managerial employees in the **Mining** industry received weekly total cash earnings of \$3,012.00 or more.

In contrast, industries with the lowest median weekly total cash earnings for all full-time non-managerial employees paid at the adult rate were **Retail trade** (\$1,014.00) and **Accommodation and food services** (\$1,017.00).

Distribution of Weekly Total Cash Earnings, Full-time non-managerial employees, adult rate of pay - Industry, May 2016



Save Chart Image

Australian Bureau of Statistics

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Source(s): Employee Earnings and Hours, Australia, May 2016

Weekly total cash earnings, Sector

Median weekly total cash earnings was higher for full-time non-managerial employees paid at the adult rate in the **public sector** (\$1,619.00) than the **private sector** (\$1,283.00). In contract, earnings for the highest paid 10% were higher in the **private sector** (\$2,464.00) than the **public sector** (\$2,408.00).

FULL-TIME NON-MANAGERIAL EMPLOYEES PAID AT THE ADULT RATE, Distribution of weekly total cash earnings - Sector, May 2016

	Private sector	Public sector	All sectors
ESTIMATE			
WEEKLY TOTAL CASH EARNINGS (\$) (a)			
Deciles and quartiles			
10th Percentile	838.00	1 116.00	866.00
20th Percentile	948.00	1 252.00	987.00
25th Percentile (1st quartile)	991.00	1 316.00	1 048.00
30th Percentile	1 044.00	1 378.00	1 112.00
40th Percentile	1 154.00	1 498.00	1 234.00
50th Percentile (median) (2nd quartile)	1 283.00	1 619.00	1 376.00
60th Percentile	1 443.00	1 765.00	1 539.00
70th Percentile	1 654.00	1 894.00	1 740.00
75th Percentile (3rd quartile)	1 788.00	1 996.00	1 852.00
80th Percentile	1 954.00	2 092.00	2 009.00
90th Percentile	2 464.00	2 408.00	2 461.00
Average weekly total cash earnings	1 513.00	1 739.50	1 564.00
STANDARD ERROR			
WEEKLY TOTAL CASH EARNINGS (\$)			
Deciles and quartiles			
10th Percentile	6.30	8.50	4.40
20th Percentile	7.10	11.10	6.60
25th Percentile (1st quartile)	6.50	9.40	7.30
30th Percentile	7.90	14.70	7.00
40th Percentile	5.70	12.20	8.80
50th Percentile (median) (2nd quartile)	12.30	13.70	11.50
60th Percentile	13.50	14.40	12.60
70th Percentile	16.70	12.40	13.40
75th Percentile (3rd quartile)	21.00	14.60	12.30
80th Percentile	22.20	10.10	19.00
90th Percentile	32.90	18.40	24.20
Average weekly total cash earnings	14.20	12.50	11.50

(a) Percentiles are based on whole dollars only.

In this issue

NOTES

IN THIS ISSUE

This release contains statistics from the 2016 Survey of Employee Earnings and Hours (EEH) which was conducted with respect to the last pay period on or before 20 May 2016.

The EEH survey is conducted every two years and designed to provide detailed statistics on the composition and distribution of employee earnings, hours paid for and the methods used to set employees' pay. Information is collected from a sample of employers about characteristics of both the employers (such as industry and sector) and their employees (such as occupation, type of employee, and method of setting pay). This information is used to provide comprehensive statistics about earnings and hours paid for, for various groups of employees, classified by for example industry, occupation or pay setting method.

ROUNDING

Estimates of average earnings shown in the tables and data cubes are rounded to the nearest 10 cents and those of average weekly hours paid for are rounded to the first decimal place. Where figures have been rounded, discrepancies may occur between sums of the component items and totals. Cell annotations have been applied based on unrounded data for tables in this release.

FEATURE ARTICLE

In addition to the information presented in this e-magazine, a feature article titled A Guide to Understanding Employee Earnings and Hours Statistics is included in this issue.

STANDARD ERRORS FOR PERCENTILE DATA

In addition to standard errors for estimates of counts and averages, standard errors are now included for percentile data.

INQUIRIES

If the information you require is not available as a standard product or service, then ABS Consultancy Services can help you with customised services to suit your needs. Inquiries should be made to the National Information and Referral Service on 1300 135 070. The ABS Privacy Policy outlines how the ABS will handle any personal information that you provide to us.

About this Release

Results of the biennial survey of Employee Earnings and Hours containing estimates of numbers of employees, average hours paid for and average earnings. Results are classified by sex, age, occupation, rate of pay (adult, junior, apprentice/trainee or disability), status in employment (permanent/fixed term or casual), full-time/part-time status, managerial status, states and territories, industry, sector (private or government), employer unit size and method of setting pay (award, collective agreement or individual arrangement).

A Guide to Understanding Employee Earnings and Hours Statistics (Feature Article)

A Guide to Understanding Employee Earnings and Hours Statistics

1. INTRODUCTION

Employee Earnings and Hours (cat. no. 6306.0) provides statistics on the composition and distribution of employee earnings, hours paid for and methods used to set employees' pay in Australia. It is one of a suite of ABS statistics providing information about earnings in Australia. The data are collected via the Survey of Employee Earnings and Hours (EEH), conducted every two years with a May reference period. Collecting data directly from employers (at the individual employee level) produces estimates that can be classified by a variety of both employee and employer characteristics.

Earnings statistics sourced from EEH are used to inform industrial relations and wages policies as well as in social and economic analysis. Occupation specific estimates are used in pay negotiations and wage compensation cases.

A key strength of EEH is that it allows for measures of hourly earnings to be derived for non-managerial employees and for managerial employees where there was a link between earnings and hours paid for. Hourly earnings measures are useful for comparisons between groups who may work different weekly hours.

The purpose of this article is to provide a guide for users of EEH by explaining:

- How the data are collected
- What statistics are produced
- Key data available
- Factors to consider when using the data.

2. HOW THE DATA ARE COLLECTED

EEH statistics are collected via a two-stage sample survey. In the first stage, approximately 8,200 businesses are selected from all employing businesses in Australia. In the second stage, selected employers choose a random sample of employees from their payroll. The number of employees selected in each business depends on the size of the business.

The sample selection is designed to be representative of all employees in Australia; it is not necessarily representative of all the employees in a specific business. The survey data are weighted at the employee and employer level to reflect the whole population of employees in scope of the survey.

The following data items are collected for approximately 53,000 employees:

- sex and age;
- rate of pay (adult, junior, apprentice/trainee or disability);
- whether permanent, fixed term contract or casual;
- whether full-time or part-time;
- occupation title;
- main tasks or duties;
- hours paid for;
- amount and composition of weekly earnings;
- managerial/non-managerial status; and
- how pay was set - i.e. individual agreement, collective agreement, award or owner manager of incorporated enterprise.

3. WHAT STATISTICS ARE PRODUCED?

As the information in EEH is collected from businesses at the individual employee level, it is possible to derive measures of distribution (e.g. medians, deciles, earnings ranges) and provide some information on individual characteristics of employees based on data items collected.

Cash earnings collected from the EEH survey include one week's remuneration for time worked or work done (e.g. piece rates or regular bonuses) and time on leave (e.g. annual or sick leave) paid for during the reference pay period. These earnings are gross amounts (i.e. before tax) and include amounts salary sacrificed (where the employee chooses to forgo part of their wages and salaries in cash in return of goods and services). Irregular and infrequent payments, such as annual bonuses, payments in kind, leave loading, severance and termination payments are excluded from the estimates.

Data are available for ordinary, overtime, and total hours paid for. Ordinary hours include award, standard or agreed hours of work, paid for at ordinary time rates. Overtime hours paid for are those in excess of award, standard or agreed hours of work. The total hours paid for is the sum of ordinary time hours paid for plus overtime hours paid for during the reference period.

Mean or average measures are available for the following:

- Weekly cash earnings (ordinary time, overtime, and total);
- Weekly hours paid for (ordinary time, overtime, and total);
- Hourly cash earnings (ordinary time, overtime, and total); and
- Age (available from 2014 on).

When analysing earnings data, which has a skewed distribution with a long tail, the median is a better measure of 'central tendency' than the mean. Mean earnings are usually higher than the median earnings as relatively small number of highly paid employees can skew the mean higher. The larger the gap between mean and median earnings for a group of employees, the more uneven is the distribution of earnings for that group. A lower median indicates a greater proportion of employees have earnings below the mean, at the lower end of the distribution.

In addition to the individual employee characteristics noted in section 2 above, the data are available at employee level by characteristics of their employer including:

- state and territory;
- employer size (at state/territory level);

- industry; and
- sector.

The data item definitions used in EEH earnings statistics do not necessarily correspond with definitions used in employment legislation, awards and other instruments.

Further information on EEH data items can be found in the survey Glossary.

Microdata

Microdata provides access to confidentialised unit record files, which contain survey data at the employee level. Within a microdata file, each record or row of the dataset represents the information relating to one employee.

Microdata facilitates in-depth analysis and research for statistical purposes, to maximise the value of data for informing decisions of importance to Australia. Access to EEH survey microdata is available for a number of survey cycles through an expanded Confidentialised Unit Record File (CURF). CURF users can interrogate and analyse the microdata and access the results for a variety of research applications. For further information, refer to Microdata: Employee Earnings and Hours Survey (cat. no. 6306.0.55.001).

4. KEY DATA AVAILABLE

This section provides information relating to some of the key output groupings to aid users in interpreting EEH statistics and choosing the most appropriate data for their needs.

All employees

All employees data provide estimates based upon every employee in scope of the survey.

Managerial employees

Managerial employees are those who have strategic responsibility in the conduct or operations of the organisation and/or are in charge of a significant number of employees. They are usually not entitled to overtime. Owner managers of incorporated enterprises are included in managerial employees.

The Managerial employees category differs from the criteria used in the Australian and New Zealand Standard Classification of Occupations (ANZSCO) coding of Managers. Although there is significant overlap between the two classifications, care should be taken when comparing estimates using the EEH Managerial employees category and the ANZSCO Managers major group as they are not the same.

For example, a photographer employed in his or her own incorporated photography business would be classified in the Professionals (not Managers) ANZSCO major group but considered a Managerial employee for EEH statistics.

Conversely, a travel agency manager within a franchise would be classified within the Managers ANZSCO major group but would be considered a Non-managerial employee in the EEH survey if they do not influence the strategic operations of the business.

Non-managerial employees

Employees who are not managerial employees (as defined above) are included in the non-managerial employees category. It includes non-managerial professionals and some employees with management or supervisory responsibilities.

Prior to the EEH 2014 survey cycle, hours paid for data was only collected for non-managerial employees and it was not possible to produce estimates of hourly rates for managerial employees. The non-managerial population has traditionally been used to analyse hourly earnings and hours paid for information for the largest possible group of employees.

From 2014 EEH onwards, hours paid for data has been requested for 'all employees' including managerial employees. Despite this change, hours paid for could not be collected for managerial employees where there was no relationship between earnings and hours worked. As a result, estimates for hours paid for and hourly cash earnings can now be produced for those employees where there was a link between earnings and hours paid for.

Full-time non-managerial employees paid at the adult rate

The 'full-time non-managerial employees paid at the adult rate' population is the most frequently used output category and provides a relatively homogenous employee group population.

By excluding part-time employees, managerial employees and those not paid at an adult rate it removes many of those paid unusually high or low amounts from the population of interest. Removing these extreme values can be of assistance when comparing pay rates between groups.

For example, the 'full-time non-managerial employees paid an adult rate' population may be useful if you are looking to compare typical full-time rates of pay between two occupations such as teachers and nurses.

Rate of pay is collected in four categories: Adult; Junior; Apprentice or trainee; and Disability. Prior to the 2014 collection, the rate of pay classification was only divided into two categories: Adult and junior. For further information on this change, refer to the Supplementary Analysis provided in the May 2014 EEH release.

Methods of setting pay

The method of setting pay identifies how an employee's pay is set. Methods are classified to one of the following categories: Award only; Collective agreement; Individual arrangement; or Owner manager of incorporated enterprise.

Award only

Awards are legally enforceable determinations made by federal or state industrial tribunals that set the minimum pay and conditions, usually in a particular industry or occupation. An award may be the sole mechanism used to set the pay and/or conditions for an employee or group of employees, or may be used in conjunction with an individual or collective agreement. Employees are classified to the Award only category if they are paid at the rate of pay specified in the award, and are not paid more than that rate of pay.

Awards may define varying minimum pay rates for Adult, Junior, Apprentice/trainee and/or employees with a disability. Employees in each of these categories may be classified as Award only.

Employees that negotiate rates of pay in excess of the award rate are classified as paid by Collective agreement or Individual arrangement for EEH purposes. The EEH survey does not identify employees with rates of pay referencing an award but set at a higher rate. For example, a sales assistant receiving an award rate plus an individually specified additional 5% in recognition of their experience would be classified as paid by an Individual arrangement in EEH statistics despite the link to the pay rate specified in the award. Thus, there are award reliant employees who are not award only employees.

Collective agreement

Collective agreements set pay and conditions for a group of employees through a negotiation process. Unions or employee associations representing

the employees may undertake the negotiation. Collective agreements are usually registered with a Federal or State industrial tribunal or authority. Enterprise agreements, registered with the Fair Work Commission, are the most common form of collective agreements in the current industrial relations environment.

Collective agreements may reference award rates of pay, thus being award reliant, with the pay being set as a specified derivation from the award rate.

Employees are classified to the Collective agreement category if they had the main part of their pay set by a collective agreement (registered or unregistered) or enterprise award (awards that apply to specific businesses and set out the minimum wages and conditions for employees in those businesses). For example, an employee would still be classified as paid by collective agreement if they received small individually arranged bonuses or commission in addition to the rate of pay specified in their collective agreement.

Individual arrangement

Employees are classified as paid by an Individual arrangement when there is an arrangement between the employer and the individual employee specifying the pay and conditions. Common types of individual arrangements are individual contracts, letters of offer, and common law contracts.

The Individual arrangement category includes a diverse group of employees with a wide range of income levels. The Individual arrangement classification combines employees that negotiate rates of pay above (but based on) award rates, employees receiving rates of pay that reflect other influences (e.g. matching the rate of pay offered by a competing employer), and employees not covered by either an award or collective agreement.

A small number of jobs and industries in Australia are not covered by either awards or collective agreements. When an employee is not covered by an award (or a collective agreement) they are often called 'award-free'. Award-free employees are entitled to the relevant state or national minimum wage conditions, but may negotiate an employment contract to exceed these pay and conditions. Most award-free employees are in management positions and can negotiate terms of employment that bear no resemblance to minimum conditions. All award-free employees are classified to the individual arrangement category. However, the survey cannot identify award-free employees within the Individual arrangement category.

Owner Manager of an Incorporated Enterprise

Owner managers of incorporated enterprises determine their own rate of pay. An incorporated enterprise is a business entity which is registered as a separate legal entity to its members or owners (also known as a limited liability company).

Owner managers of incorporated enterprises are presented separately in estimates by method of setting pay.

5. FACTORS TO CONSIDER WHEN USING THE DATA

Some key factors to consider when using EEH data are outlined below.

Earnings

Earnings statistics are available on both an hourly and weekly basis.

It is important to note that the weekly earnings are affected not only by rate of pay, but also by diversity of employment arrangements, number of hours worked, the extent of part-time and casual employment, and the mix of industries and occupations.

Using hourly earnings removes the effects of longer or shorter working weeks when comparing earnings across full-time/part-time/casual employment.

The types of earnings (ordinary time, overtime or total) are also important considerations when comparing estimates of earnings. Employees with high levels of overtime hours may have a total hourly rate (ordinary time plus overtime) that is considerably higher than employees that do not work overtime.

Movements in estimates over time

The primary purpose of the EEH survey is to provide estimates of earnings and hours paid for at a point in time. Care should be taken when comparing estimates between time periods, as changes in survey methods, concepts and data item definitions may have occurred to adapt to changes in the industrial relations environment and user requirements.

A number of enhancements were implemented for May 2014 EEH survey and include:

- The item Adult/Junior employee was modified, and further categories included. This new item 'rate of pay' has the following categories: adult rate; junior rate; apprentice or trainee rate; and disability rate;
- The actual age of the employees was collected. Prior to this, the information on age was collected only as 'under 18 years', '18 years and under 21 years' and '21 years and over'; and
- Hours paid for data were requested for all employees, including Upper level managers and Owner managers of incorporated enterprises (collectively referred to as Managerial employees). Prior to this, hours paid for data was collected only for non-managerial employees. Despite this change, hours paid for could not be collected for Managerial employees where there was no relationship between earnings and hours. As a result, estimates of hours paid for and hourly cash earnings have only been produced for employees with a link between earnings and hours.

Further information on these recent changes to the survey can be found in the EEH 2014 Supplementary Analysis page.

Sampling error

Sampling error is the difference between the estimates produced by taking a sample of employees, and the values that would have been produced if the information had been obtained from a census of all employers and all employees.

EEH survey estimates can be affected by sampling error (i.e. which employees are selected for each EEH sample). It is possible that what appears to be a movement between two time points may have arisen due to the difference in samples taken rather than real-world changes. Data users are strongly encouraged to use statistical techniques to infer whether or not a difference is likely to be real or a reflection of sampling variation.

The sampling error associated with any estimate can be estimated from the sample results. One measure of sampling error is given by the standard error. The standard error indicates the degree to which an estimate may vary from the value which would have been obtained from a census of all employers and employees (the 'true value'). There are about two chances in three that a sample estimate differs from the true value by less than one standard error, and about 19 chances in 20 that the difference will be less than two standard errors.

To facilitate interpretation of EEH estimates, the ABS publishes standard errors. These are available in the Time Series Spreadsheets under the Downloads tab of the release. Any analysis of EEH data should be undertaken with the standard errors in mind. For more general information on sampling error, refer to the Statistical Language - Measures of Error section of the ABS website.

An example of the use of the standard error is as follows. If the estimated average weekly total cash earnings for all employees paid by collective agreement is \$1,214.00, with a standard error of \$19.70, there would be about two chances in three that a full enumeration would have given an estimate in the range (\$12,14.00 ± \$19.70, i.e. \$1,194.30 to \$1,233.70) and about nineteen chances in twenty that it would be in the range (\$12,14.00 ± 2x \$19.70, i.e. \$1,174.60 to \$1,253.40).

Comparing EEH statistics with Average Weekly Earnings (cat. no. 6302.0) statistics

The Average Weekly Earnings (AWE) survey provides estimates of the level of average earnings at a point in time. The six-monthly estimates are used to provide a level benchmark against which a specific amount can be compared e.g. what an individual earns compared to the average. Average earnings estimates are available by state/territory, sex, industry and sector.

Compared with the EEH survey, the AWE survey provides more frequent but less detailed information on the composition and distribution of employee earnings. Unlike EEH, AWE data are collected at the business level: the AWE survey collects total/aggregate payroll data while the EEH survey collects detailed information about a sample of employees within the business. Collecting data at the aggregate level requires less resources than data at the employee level, but provides less flexibility and detail in the data it provides. Data obtained on the total earnings and total number of employees in the selected businesses are used to derive the mean, or average, earnings. As information on hours paid are not collected, AWE cannot provide hourly rates of pay. It can also only provide data for the limited number of groupings of employees (male / female, full-time adult and all employees) that are collected from businesses in the survey.

Compositional changes in the employee population (e.g. the mix between full-time and part-time employees, or the industries and/or occupations in which they work) can impact on the level of average weekly earnings. For example, if there is an increase in part-time employment then, all other things being equal, the average weekly earnings would be expected to decrease. In contrast, the impact of these compositional changes is counted by referencing the hourly ordinary time earnings collected in EEH.

Although there are differences in concepts, survey design and methodology between the surveys, there is sufficient overlap such that EEH survey data can be considered a complement to AWE survey estimates (AWE is released earlier).

When comparing EEH data with AWE data, ensure the Average Weekly Cash Earnings series is used as these series are most closely aligned. These series include salary sacrificed amounts.

Comparisons of average earnings between males and females

Differences in earnings between males and females could be due to many factors, including different jobs within different occupations or industries, differences in full-time and part-time work, and also hours worked.

EEH statistics can be used for comparisons between male and female earnings, particularly within an industry and/or occupation group. EEH survey estimates of hourly ordinary time earnings account for two known compositional factors that impact wage comparisons: the number of hours paid for and working in occupations that regularly involve overtime. However, other compositional factors that influence earnings are not adjusted for in the EEH survey (e.g. qualifications, training, experience etc.). As such, EEH survey estimates are not suitable to answer the question of whether males and females receive 'equal pay for equal work'. No single source of information is able to answer this question in full.

Median data are also of interest when comparing male and female earnings as these measures are less influenced by extreme earnings. The OECD uses median information in its analysis of the gender pay gap which is available [here](#).

Choosing the right data for analysis

When undertaking data analysis it is important to consider which datasets are the most appropriate for your purpose. The more factors taken into consideration when analysing data in general, the more robust such analysis will be.

EEH data are available for a range of population groups. The key output groupings are discussed in section 4. Alternative sources of earnings statistics are also discussed in section 6.

6. ALTERNATIVE SOURCES OF EARNINGS STATISTICS

A number of data sources and publications on earnings and earnings-related data are available.

ABS Statistics

	Survey of Employee Earnings and Hours	Survey of Average Weekly Earnings	Characteristics of Employment	Wage Price Index	National Accounts	Survey of Income and Housing	Survey of Major Labour Costs	Survey of Employment and Earnings	Quarterly Business Indicators Survey
Designed to measure	Estimates of actual weekly and hourly earnings and the distribution of earnings.	Estimates of actual average weekly earnings.	Estimates of actual earnings and the distribution of earnings.	Estimates of changes in the price of labour.	Estimates of compensation of employees.	Estimates of income (including labour earnings).	Labour costs for employers, including employee earnings.	Estimates of <i>public sector</i> employee jobs, and cash earnings from these.	Revenue, profits, inventory and wages paid by <i>private sector</i> businesses.
Frequency/Type of data source	Two-yearly business survey with employee component.	Biannual business survey.	Annual household survey.	Quarterly business survey.	Quarterly compilation based primarily on quarterly business surveys.	Two-yearly household survey.	Irregular (currently run every 6 years) business survey.	Annual business survey.	Quarterly business survey.
Overview	Provides data on the composition and distribution of employee earnings.	Provides frequent measure on average earnings, and represents the ABS headline measure of average earnings.	Provides earnings data with a range of socio-demographic information. Provides details about the nature of employment.	Provides indexes measuring changes in the earnings for a fixed representative selection of employee jobs in the Australian labour market.	Provides estimates of earnings as a component of compensation of employees consistent within the Australian national accounting framework.	Provides detailed estimates of the components of household income. Income measures also include non-cash benefits.	Provides estimates of employer labour costs, including employee earnings, payroll tax, fringe benefits tax, etc.	Provides annual estimates of cash wages and salaries of public sector employees.	Provides frequent measure of aggregate private sector earnings
Benefits	Data cross-classified by employer and employee characteristics. Distributional	Time series data available (including seasonally	Provides detailed socio-demographic information. Distributional data available.	Provides estimates of true wage inflation removing the effect of	Broad measure of remuneration (includes, for example, annual	Distributional data on household income and components available	Provides earnings data in the broader context of labour	Data specifically collected from sample designed to enumerate	Time series data available. Data also separately available for profits of

	data available.	adjusted and trend estimates).		composition.	bonuses and payment in kind).	(including labour income) cross-classified by several employee characteristics.	costs. Data per employee also available.	public sector estimates. Data available by level of government.	unincorporated enterprises.
Primary publication	Employee Earnings and Hours, Australia (cat. no. 6306.0).	Average Weekly Earnings, Australia (cat. no. 6302.0).	Characteristics of Employment, Australia (cat. no. 6333.0).	Wage Price Index, Australia (cat. no. 6345.0).	Australian National Accounts: National Income, Expenditure and Product (cat. no. 5206.0).	Household Income and Income Distribution, Australia (cat. no. 6523.0).	Labour Costs, Australia (cat. no. 6348.0).	Employment and Earnings, Public Sector, Australia (cat. no. 6248.0.55.002).	Business Indicators, Australia (cat. no. 5676.0).

Non-ABS statistics

Household, Income and Labour Dynamics in Australia

The Household, Income and Labour Dynamics in Australia (HILDA) Survey is a longitudinal household-based study which began in 2001. Information about economic and subjective well-being, labour market dynamics and family dynamics is collected annually. The HILDA Survey was initiated, and is funded, by the Australian Government through the Department of Social Services. Responsibility for the design and management of the survey rests with the Melbourne Institute of Applied Economic and Social Research (University of Melbourne). Data collection is undertaken by a private research company.

Workplace Gender Equality Agency dataset

Under the Workplace Gender Equality Act 2012, non-public sector employers with 100 or more staff must report to the Workplace Gender Equality Agency (WGEA) annually. Reported data are used to develop educational benchmark reports based on specific gender equality indicators. WGEA datasets are available on the Australian Government data.gov.au portal.

7. CONCLUSION

The EEH survey is one of a suite of ABS statistics that can inform discussions of earnings in Australia. The survey is designed to provide detailed statistics on the composition and distribution of employee earnings, hours paid for and the methods used to set employees' pay. While not designed as a time series, EEH survey estimates allows comparisons between time periods so long as the underlying concepts remain the same and any analysis is mindful of sampling error. Other statistical publications, from ABS and non-ABS sources, provide earnings statistics that differ in a number of ways from the EEH survey. The decision on which is the most appropriate source of earnings data should be determined by the purpose and type of analysis to be undertaken.

Explanatory Notes

Explanatory Notes

EXPLANATORY NOTES

INTRODUCTION

1 This release contains statistics from the 2016 Survey of Employee Earnings and Hours (EEH) which was conducted with respect to the last pay period on or before 20 May 2016.

2 The EEH survey is conducted every two years and designed to provide detailed statistics on the composition and distribution of employee earnings, hours paid for and the methods used to set employees' pay. Information is collected from a sample of employers about characteristics of both the employers (such as industry and sector) and their employees (such as occupation, type of employee, and method of setting pay). This information is used to provide comprehensive statistics about earnings and hours paid for, for various groups of employees, classified by, for example, industry, occupation or pay setting method.

CONCEPTS, SOURCES AND METHODS

3 Descriptions of the underlying concepts of employee earnings, hours paid for and methods of setting pay, and the sources and methods used in compiling these estimates, are presented in Labour Statistics: Concepts, Sources and Methods (cat. no. 6102.0.55.001).

4 Estimates of employee earnings produced from the EEH Survey presented in this publication are based on the Australian conceptual framework for measures of employee remuneration. From 2006, the measure of employee earnings for estimates produced from the survey is regular wages and salaries in cash (including amounts salary sacrificed, where it is the choice of the employee to forgo part of wages and salaries in cash in return for goods and services), that is, cash earnings.

SCOPE AND COVERAGE

5 The survey covers all employing organisations in Australia (public and private sectors) except:

- enterprises primarily engaged in agriculture, forestry and fishing;
- private households employing staff; and
- foreign embassies, consulates, etc.

6 The employees of employers covered in the survey are in scope if they received pay for the reference period, except:

- members of the Australian permanent defence forces;
- employees based outside Australia; and
- employees on workers' compensation who are not paid through the payroll.

SURVEY METHODOLOGY AND DESIGN

7 The survey uses a two-stage sample selection approach. The first stage involves selecting a probability sample of employer units from the ABS Business Register (ABSB). The statistical unit for the first stage comprises all activities of an employer in a particular state or territory based on the Australian Business Number (ABN) unit or Type of Activity Unit (TAU) (see paragraphs 13 - 24). Each statistical unit is classified to an industry which reflects the predominant activity of the business. The statistical units are stratified by state/territory, sector (private/public), industry, and employment size. Within each stratum statistical units are selected with equal probability. A sample of approximately 8,200 employer (selection) units was selected to ensure adequate industry and state/territory representation.

8 In the second stage the selected employers are asked to select a random sample of employees from their payrolls using instructions provided by the ABS. Data for approximately 53,000 employees contributed to the results in this publication.

ABS ECONOMIC UNITS MODEL

9 The Economic Units Model is used by the ABS to determine the structure of Australian businesses and other organisations. The model consists of:

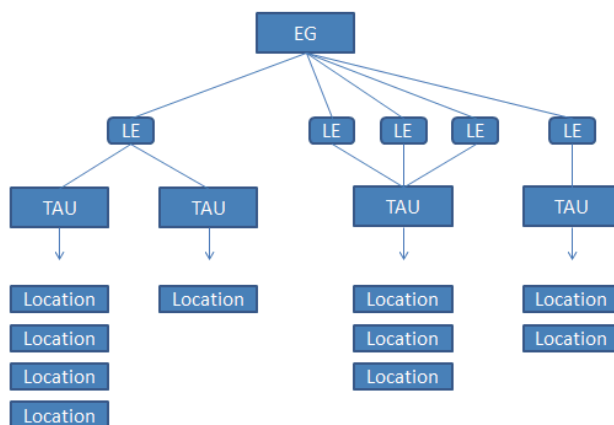
- The Enterprise Group (EG)
- Legal Entities (LEs)
- Type of Activity Units (TAUs)
- Location Units.

10 The EG and LE are institutional units and the TAU and Location are producing units.

11 The LE and the TAU are the main institutional and producing units used by the ABS to produce statistical outputs.

12 Diagram 1 illustrates the nature of the relationships between the different units within the model.

Diagram 1: ABS Economic Units Model*



* The legal entity (LE) statistical unit is generally equivalent to a single ABN registration

UNIT DEFINITIONS

13 The **Legal Entity (LE)** is an institutional unit covering all the operations in Australia of an entity which possesses some or all of the rights and obligations of individual persons or corporations, or which behaves as such in respect of those matters of concern for economic statistics. Examples of legal entities include companies, partnerships, trusts, sole (business) proprietorships, government departments and statutory authorities. Legal entities are institutional units. In most cases the LE is equivalent to a single ABN registration.

14 The **Enterprise Group (EG)** is an institutional unit that covers all the operations within Australia's economic territory of legal entities under common control. Control is defined in Corporations legislation. Majority ownership is not required for control to be exercised.

15 The **Type of Activity Unit (TAU)** comprises one or more Legal Entities, sub-entities or branches of a Legal entity that can report productive and employment activities. TAUs are created if accounts sufficient to approximate Industry Value Added (IVA) are available at the Australian and New Zealand Standard Industrial Classification (ANZSIC) subdivision level.

16 A **Location** is a producing unit comprised of a single, unbroken physical area from which an organisation is engaged in productive activity on a relatively permanent basis, or at which the organisation is undertaking capital expenditure with the intention of commencing productive activity on a relatively permanent basis at some time in the future.

CLASSIFICATION OF UNITS

17 Various classifications are applied to the units in the ABS Economic Units Model. The main classifications applied are:

- ANZSIC
- Type of Legal Organisation (TOLO)
- Type of Business Entity (TOBE)
- Standard Institutional Sector Classification of Australia (SISCA)
- Public / Private classification.

18 ANZSIC is used to classify the industry in which the TAU has productive activity. Further information on this classification can be found in Australian and New Zealand Standard Industrial Classification, 2006 (cat. no. 1292.0).

19 SISCA provides a framework for dividing the Australian economy into institutional sectors. Further information on this classification can be found in Standard Economic Sector Classifications of Australia (SESCA), 2008 (cat. no. 1218.0).

ABS BUSINESS REGISTER

20 The ABSBR is a list of businesses and organisations operating in Australia and is based on the Australian Business Register (ABR). Organisations are included on the ABR when they register for an ABN. The Commonwealth Government requires all government departments and agencies to make use of the ABR to reduce government imposed reporting load, and to use the ABN as the primary reference number for all dealings between government and business. The ABSBR is used to create frames for the various business surveys run by the ABS.

21 It is not practicable for the ABS Economic Units Model to be applied to all ABR registrants and the Model is organised into two parts; the profiled population, and the non-profiled population.

22 Profiled Population: Businesses and other organisations which are considered sufficiently complex and economically significant, are profiled according to the Economic Units Model. These enterprise groups typically have multiple legal entities, multiple TAUs and are among the largest contributors within industries.

23 Non-Profiled population: Businesses and other organisations with less complex structures. They are regarded as an enterprise group with a single legal entity and a single TAU in accordance with the Economic Units Model. Information for units in the non-profiled population is largely sourced from the ABR.

24 The two populations are mutually exclusive and cover all organisations in Australia which have registered for an ABN.

INDUSTRY CLASSIFICATION

25 The statistics in this release are classified to industry in accordance with the Australian and New Zealand Standard Industrial Classification, 2006 (cat. no. 1292.0). This replaced the 1993 edition of ANZSIC in the August 2009 issue of this publication, which had been in use since 1994.

26 The 2006 edition of ANZSIC was developed to provide a more contemporary industrial classification system, taking into account issues such as changes in the structure and composition of the economy, changing user demands and compatibility with major international classification standards.

OCCUPATION CLASSIFICATION

27 Each employee in the survey is classified to an occupation based on their job title and duties. Since May 2014, the classification used in this release is Australian and New Zealand Standard Classification of Occupations, 2013 (cat. no. 1220.0). The classification used in EEH issues from May 2006 to May 2012 is the Australian and New Zealand Standard Classification of Occupations (cat. no. 1220.0). Data in EEH issues from 1996 to 2004 are based on the Australian Standard Classification of Occupations, 1997 (cat. no. 1220.0).

MANAGERIAL STATUS

28 Employees have been classified as managerial if they have strategic responsibilities in the conduct or operations of the business and/or were in charge of a significant number of employees. These employees usually did not have an entitlement to paid overtime.

29 Care should be taken when comparing survey estimates based on ANZSCO groups with estimates based on the managerial status of employees. Estimates for employees with managerial status include employees classified to ANZSCO categories other than the ANZSCO major group **Managers**; e.g. employees classified as **Professionals** according to ANZSCO may be categorised by employers as having managerial status. Conversely, tables in this publication which contain estimates for non-managerial employees (as defined by employers) include some employees classified to the ANZSCO major group **Managers**.

METHODS OF SETTING PAY

30 Since the May 2000 survey, data on how employees' pay was set in the survey reference period have been collected along with data on whether agreements (individual or collective) were certified, approved or registered with an industrial tribunal or authority.

31 Since the May 2010 issue, EEH estimates of employees covered by the various pay setting methods and their associated pay outcomes have been compiled based on the workplace relations environment following the introduction of the **Fair Work Act 2009** and the subsequent introduction of the **Fair Work (State Referral and Consequential and Other Amendments) Act**, which allowed for the extension of the **Fair Work Act** to states and territories that refer workplace relations related matters to the Commonwealth. Data in previous publications of this series issued since 2000 are based on the workplace relations environment prior to the introduction of this legislation. The Fair Work system replaced the **Workplace Relations Amendment (Work Choices) Act 2005** that was in place for the August 2008 Survey of Employee Earnings and Hours.

32 Under the Fair Work system, the majority of employees come under the national workplace relations system. The following employers are generally covered by the national system:

- constitutional corporations (including a financial corporation - generally a financial or trading corporation formed in Australia or a foreign corporation that does business in Australia);
- the Commonwealth and Commonwealth authorities;
- all employers in the Australian Capital Territory or the Northern Territory;
- all employers in Victoria except for those that provide essential services of core government functions, including state infrastructure services such as electricity and gas.
- private sector employers in New South Wales, Queensland or South Australia;
- private sector or local government employers in Tasmania.

33 The following employers are generally not covered by the national system (unless the employer has a registered agreement in the national system):

- the Western Australian state public sector and non-constitutional corporations, in either local government or private industry in the state;
- the state public sector and local government in New South Wales, Queensland and South Australia;
- the state public sector in Tasmania.

34 Employers not covered by the national system are covered by the relevant State Industrial Relations Commission.

35 Since 2010, information about the proportions of employees of employers in the national or state jurisdictions, as well as jurisdiction of registered agreements, are no longer published but may be available in the Confidentialised Unit Record File (CURF). See paragraphs 44 and 45 of the Explanatory Notes.

EMPLOYEE ESTIMATES

36 From May 2010, estimates of numbers of employees by method of setting pay are presented in this release, to add context to other estimates by method of setting pay. Care should be taken in the interpretation and use of such estimates, as the Survey of Employee Earnings and Hours is not designed specifically to produce estimates of numbers of employees. Consideration should be given to the level of variance of the estimates of numbers of employees, which are available from the standard error tables in the Excel spreadsheet available from the Downloads tab of this release. Users are directed to Labour Force, Australia (cat. no. 6202.0) as the primary source for official ABS estimates of employment.

COMPARABILITY OF RESULTS

37 Caution should be exercised when comparing estimates of numbers of employees from the Survey of Employee Earnings and Hours with those published monthly in Labour Force, Australia (cat. no. 6202.0) as there are a number of differences between the two collections. The Survey of Employee Earnings and Hours is a business survey that collects information from a sample of employers about their employees, whereas the Labour Force Survey is a household survey that collects information from the occupants of selected dwellings. The two collections use different sample design and survey methodologies and there are differences in scope and coverage. Users are directed to Labour Force, Australia (cat. no. 6202.0) as the primary source for official ABS estimates of employment. Detailed information about the concepts, sources and methods of the Survey of Employee Earnings and Hours and Labour Force Survey can be found in Labour Statistics: Concepts, Sources and Methods (cat. no. 6102.0.55.001).

38 From May 2006, estimates of employee earnings from the Survey of Employee Earnings and Hours have been produced on a cash basis, that is, inclusive of amounts salary sacrificed. This differs from estimates provided in previous issues, which excluded amounts salary sacrificed by employees. Estimates from the May 2004 and May 2002 surveys were reproduced on the new conceptual basis, and broad level estimates for these years were included in the electronic data release accompanying the May 2006 publication.

39 Care should be taken when comparing estimates of average weekly earnings from the Survey of Employee Earnings and Hours with those published biannually in Average Weekly Earnings, Australia (cat. no. 6302.0). Headline estimates of average weekly earnings in that publication are presented on the previous conceptual basis (i.e. exclusive of amounts salary sacrificed), although Average Weekly Cash Earnings (inclusive of salary sacrifice) are available in data cubes accessed via the Downloads tab of Average Weekly Earnings, Australia (cat. no. 6302.0). Additionally, the two collections use different sample design and survey methodologies. The Survey of Average Weekly Earnings collects information relating to the total gross earnings and the total number of employees of employer businesses selected in the survey. The average weekly earnings measures are derived by dividing total gross earnings by the number of employees. The Survey of Employee Earnings and Hours collects information about weekly earnings of a sample of employees within the employer businesses selected.

40 In addition to the Survey of Employee Earnings and Hours, the ABS produces earning statistics from a number of different sources (both household and employer surveys) which provide a wide range of data for a variety of purposes. The decision on which data to draw upon depends on the purpose and type of analysis to be undertaken. For further information on these other sources, please refer to the feature article Understanding Earnings in Australia Using ABS Statistics published in Employee Earnings, Benefits and Trade Union Membership, Australia, August 2013 (cat. no. 6310.0).

41 For the May 2014 Survey of Employee Earnings and Hours, the item Adult or Junior employee was modified, and further categories included. The new item 'rate of pay' has the following categories: adult rate; junior rate; apprentice or trainee rate; and disability rate. The previous Adult category included those employees aged 21 years and over who are not paid the full adult rate of pay for their occupation, which includes those paid an apprentice/trainee or disability rate of pay. To a lesser extent, the previous Junior category included some employees aged under 21 who, while not paid an age related rate of pay, were not paid the full adult rate of pay, such as those paid an apprentice/trainee or disability rate of pay. This conceptual change has little impact on the estimate of earnings for employees paid at the Junior rate and is not statistically significant when the Adult rate is compared to the Adult category.

42 However, previous estimates for Employees paid at the adult rate of pay are not directly comparable to estimates produced in prior cycles for Adult Employees. In particular, results for Full-time non-managerial employees paid at the adult rate of pay are not directly comparable to results for Full-time non-managerial adult employees, due to the reasons described above. The closest approximation to allow comparison with data from 2012 and before would be to apportion those employees paid at the Apprentice/Trainee Rate and Disability Rate to the Adult or Junior categories based on the employee's reported age. Data on this broader aggregation of the rate of pay data item are presented in the Supplementary Analysis in the May 2014 release in order to assist users interpret the difference between the two concepts.

43 In addition for May 2014 Survey of Employee Earnings and Hours, two further changes were made to data collection. Actual age replaced age range reporting and enabled the derivation of average age data. Collection of hours paid for was extended to include Managerial employees where possible.

CONFIDENTIALISED UNIT RECORD FILE (CURF)

44 The ABS intends to produce a CURF from the 2016 Survey of Employee Earnings and Hours. This will be an Expanded CURF and it will only be accessible through the Remote Access Data Laboratory (RADL) and ABS Data Laboratory (ABSDL). The CURF will be available in SAS, STATA and SPSS formats. It is intended that the CURF will be available in mid-2017.

45 Further information about ABS microdata, including conditions of use, is available via the Microdata Products section on the ABS web site.

RELATED PUBLICATIONS

46 Users may also wish to refer to the following publications:

- Australian Labour Market Statistics (cat. no. 6105.0);
- Average Weekly Earnings, Australia (cat. no. 6302.0) - issued biannually;
- Characteristics of Employment, Australia (cat. no. 6333.0);
- Employment and Earnings, Public Sector, Australia (cat. no. 6248.0.55.002) - issued annually.
- Gender Indicators, Australia (cat. no. 4125.0) - issued biannually;
- Labour Force, Australia (cat. no. 6202.0) - issued monthly;
- Labour Statistics: Concepts, Sources and Methods (cat. no. 6102.0.55.001); and
- Wage Price Index, Australia (cat. no. 6345.0) - issued quarterly.

ROUNDING

47 Estimates of average earnings shown in the tables and data cubes are rounded to the nearest 10 cents and those of average weekly hours paid for are rounded to the first decimal place. Where figures have been rounded, discrepancies may occur between sums of the component items and totals. Cell annotations have been applied based on unrounded data for tables in this release.

Glossary

GLOSSARY

Adult rate

Payment at the full rate stipulated in an award, agreement or the minimum wage order in the relevant jurisdiction.

Apprentice or trainee rate

Payment at a rate stipulated for apprentices or trainees in an award, agreement or the minimum wage order in the relevant jurisdiction.

Average (mean) earnings

The earnings amount obtained by dividing the total earnings of a group (e.g. full-time employees) by the number of employees in that group.

Award only

Awards are legally enforceable determinations made by federal or state industrial tribunals that set the terms of employment (pay and/or conditions), usually in a particular industry or occupation.

An award may be the sole mechanism used to set the pay and/or conditions for an employee or group of employees, or may be used in conjunction with an individual or collective agreement. Employees are classified to the Award only category if they are paid at the rate of pay specified in the award, and are not paid more than that rate of pay.

Cash earnings

Remuneration paid to employees on a regular and frequent basis (quarterly or more frequently) for time worked or work done, and for time not worked such as recreation and other types of leave. Cash earnings (inclusive of amounts salary sacrificed) are gross amounts, that is, before tax and other items (e.g. superannuation) are deducted.

Casual employees

Casual employees usually receive a higher rate of pay to compensate for lack of permanency and leave entitlements.

Collective agreement

An agreement between an employer (or group of employers) and a group of employees (or one or more unions or employee associations representing the employees). A collective agreement sets the terms of employment (pay and/or conditions) for a group of employees, and is usually registered with a Federal or State industrial tribunal or authority.

Employees are classified to the Collective agreement category if they had the main part of their pay set by a collective agreement (registered or unregistered) or enterprise award.

Disability rate

Payment rate stipulated in the National Minimum Wage Order (or an award or agreement with a specific schedule) for employees with a disability who:

- are unable to perform the range of duties to the competence level required of an employee within the class of work for which the employee is engaged because of the effects of disability on their productive capacity; and
- who meet the impairment criteria for receipt of a Disability Support Pension.

Employees

Persons who worked for a private or public sector employer and received pay for the reference period in the form of wages or salaries, a commission while also receiving a retainer, tips, piece rates or payments in kind. Persons who operated their own incorporated enterprises with or without hiring employees are also included as employees.

Employer size

A measure of the size of the business in terms of the number of employees within that business. The employer size reflects the size of the business in a particular state or territory and not necessarily the size of the business Australia-wide.

Full-time employees

Full-time employees are permanent, temporary and casual employees who normally work the agreed or award hours for a full-time employee in their occupation and received pay for any part of the reference period. If agreed or award hours do not apply, employees are regarded as full-time if they ordinarily work 35 hours or more per week.

Individual arrangement

An arrangement between an employer and an individual employee on the terms of employment (pay and/or conditions) for the employee. Common types of individual arrangements are individual contracts, letters of offer and common law contracts. Employees are classified to the Individual arrangement category if they have their pay set by an individual contract, individual agreement registered with a Federal or State industrial tribunal or authority (e.g. Australian Workplace Agreement), common law contract (including for award or agreement free employees), or if they receive over-award payments by individual agreement.

However, the Fair Work Act 2009 does not allow the making of new individual employee agreements. Collective enterprise agreements contain a provision which allows flexibility in the workplace to be achieved by agreement between an employer and individual employee. Agreements which existed under the Workplace Relations Act will continue in existence under the Fair Work Act 2009 as 'agreement-based transitional instruments'. These are defined by the Fair Work (Transitional and Consequential Amendments) Act 2009 (TA Act).

Industry

Industry is classified according to the Australian and New Zealand Standard Industrial Classification, 2006 (cat. no. 1292.0).

Junior rate

Payment at a proportion of the full adult rate stipulated in an award, agreement or the National Minimum Wage Order in the relevant jurisdiction, based on age.

Managerial employees

Employees who have strategic responsibilities in the conduct or operations of the organisation and/or are in charge of a significant number of employees. These employees usually do not have an entitlement to paid overtime. Includes professionally qualified staff who primarily perform managerial tasks in conjunction with utilising their professional skills. Owner managers of incorporated enterprises are regarded as managerial employees.

Median earnings

The amount of earnings which divides employees into two groups containing equal numbers of employees, one half with earnings below the median and the other half with earnings above the median. The median is less affected by outliers and skewed data than the mean, and is usually the preferred measure of central tendency when the distribution is not symmetrical.

Method of setting pay

How an employee's pay is set. Methods are classified to one of the following categories: Award only; Collective agreement; Individual arrangement; or Owner manager of incorporated enterprise.

Non-managerial employees

Employees who are not managerial employees (as defined above), including non-managerial professionals and some employees with supervisory responsibilities.

Occupation

Occupation is classified according to the Australian and New Zealand Standard Classification of Occupations, 2013 (cat. no. 1220.0).

Ordinary time cash earnings

Payment for award, standard or agreed hours of work, including allowances, penalty payments, payments by measured result and regular bonuses and commissions. Ordinary time cash earnings are inclusive of amounts salary sacrificed. Excluded are non-cash components of salary packages, overtime payments, retrospective pay, pay in advance, leave loadings, severance pay, and termination and redundancy payments.

Ordinary time hours paid for

Award, standard or agreed hours of work, paid for at the ordinary time rate. Included is stand-by or reporting time which is part of standard hours of work, and that part of annual leave, paid sick leave and long service leave taken during the reference period.

Overtime earnings

Payment for hours worked in excess of award, standard or agreed hours of work.

Overtime hours paid for

Hours paid for in excess of award, standard or agreed hours of work. Overtime hours paid for was not collected for managerial employees.

Owner manager of incorporated enterprise

A person who works in their own incorporated enterprise - that is, a business entity which is registered as a separate legal entity to its members or owners (also known as a limited liability company). Owner managers of incorporated enterprises are presented separately in estimates by method of setting pay.

Part-time employees

Employees who normally work less than the agreed or award hours for a full-time employee in their occupation. If agreed or award hours do not apply, employees are regarded as part-time if they ordinarily work less than 35 hours per week.

Percentile

Any of a hundred divisions of an earnings or hours distribution. For example:

- 25% of employees earn less than or equal to the 25th percentile
- 75% of employees earn less than or equal to the 75th percentile.

Permanent or fixed term employees

Permanent employees are usually employed on an ongoing basis and are entitled to paid annual and sick leave. Fixed term employees are employed for a specified period of employment, and may be entitled to paid leave.

Reference period

The survey refers to the last pay period ending on or before 20 May 2016. All estimates of earnings and hours in this release are weekly. For employees paid other than weekly, estimates of earnings and hours have been converted to a weekly basis.

Salary sacrifice

Salary sacrifice is defined as an arrangement where an employee agrees to forgo part of their pre-tax salary in return for benefits. Common types of salary sacrifice arrangements include pre-tax contributions to superannuation funds and novated leases for motor vehicles.

Sector

Public sector comprises local government authorities and all government departments and agencies created by, or reporting to, the Commonwealth, or State/Territory Parliaments. The private sector comprises all organisations not classified as public sector.

Total hours paid for

The sum of ordinary time hours paid for plus overtime hours paid for.

Weekly total cash earnings

The sum of weekly ordinary time cash earnings plus weekly overtime earnings.

Abbreviations

ABBREVIATIONS

ABN	Australian Business Number
ABR	Australian Business Register
ABS	Australian Bureau of Statistics
ABSBR	Australian Bureau of Statistics Business Register
ANZSCO	Australian and New Zealand Standard Classification of Occupations
ANZSIC	Australian and New Zealand Standard Industrial Classification
ATO	Australian Taxation Office
EEH	Survey of Employee Earnings and Hours
EG	enterprise group
LE	legal entity
PAYGW	pay-as-you-go withholding
SISCA	Standard Institutional Sector Classification of Australia
TAU	type of activity unit
TOBE	type of business entity
TOLO	Type of Legal Organisation

Data Cubes (I-Note) - Data Cubes

Caution should be used when comparing methods of setting pay estimates across time, given conceptual categorisation changes. For more information on the 2018 changes, please refer to the 2018 Guide to Understanding Employee Earnings and Hours Statistics.

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Sampling error (Technical Note)

TECHNICAL NOTE SAMPLING ERROR

RELIABILITY OF ESTIMATES

1 As the estimates in this release are based on information relating to a sample of employers and employees, rather than a full enumeration, they are subject to sampling variability. That is, they may differ from the estimates that would have been produced if the information had been obtained from all employers and all employees. The difference, called **sampling error**, should not be confused with inaccuracy that may occur because of imperfections in reporting by respondents or in processing by the ABS. Such inaccuracy is referred to as **non-sampling error** and may occur in any enumeration whether it be a full count or a sample. Efforts have been made to reduce non-sampling error by careful design of questionnaires, detailed checking of returns and quality control of processing.

2 The sampling error associated with any estimate can be estimated from the sample results. One measure of sampling error is given by the **standard error**, which indicates the degree to which an estimate may vary from the value that would have been obtained from a full enumeration (the 'true value'). There are about two chances in three that a sample estimate differs from the true value by less than one standard error, and about nineteen chances in twenty that the difference will be less than two standard errors.

3 An example of the use of a standard error is as follows. If the estimated average weekly total cash earnings for all employees paid by individual arrangement is \$1,447.10, with a standard error of \$19.80, there would be about two chances in three that a full enumeration would have given an estimate in the range \$1,427.30 to \$1466.90 and about nineteen chances in twenty that it would be in the range \$1,407.50 to \$1,486.70.

4 The difference between two survey estimates is also an estimate and it is therefore subject to sampling variability. The standard error on the difference between two survey estimates in the one time period (i.e. x-y) can be calculated using the following formula:

$$SE(x - y) = \sqrt{[SE(x)]^2 + [SE(y)]^2}$$

5 The formula above will overestimate the standard error where there is a positive correlation between two estimates (e.g. average weekly earnings for male and female school teachers). While this formula will only be accurate where there is no correlation between two estimates (e.g. estimates from different states), it is expected to provide a reasonable approximation of the standard error for the difference between two survey estimates.

6 The estimated average weekly total cash earnings for all male employees is \$1,457.00, with a standard error of \$16.10. For all female employees the estimated average weekly total cash earnings is \$1010.20 with a standard error of \$12.50. Thus the difference between the estimate of male and female earnings is \$446.80. The estimate of the standard error of the difference between the average weekly total cash earnings employees of males and females is:

$$SE(\$1457.00 - \$1010.20) = \sqrt{(\$16.10)^2 + (\$12.50)^2} = \$20.40$$

7 There are about two chances in three that the true figure for the difference between average weekly total cash earnings for males and females lies in the range \$426.40 to \$467.20 and about nineteen chances in twenty that the figure is in the range \$406.00 to \$487.60.

8 The formula above can be used to estimate the standard error on a difference between estimated averages in two different years. (The movement standard error will be approximately 1.4 times the standard error on the level estimate, if the standard errors on the two level estimates are similar).

9 Another measure of the sampling error is the **relative standard error**, which is obtained by expressing the standard error as a percentage of the estimate.

10 An asterisk appears against an estimate in this release where the sampling variability is considered high. For the tables in this release, estimates with relative standard errors above 25% have been labelled with a cell comment. Cell comments labelled on estimates with a relative standard error above 25% (i.e. relative standard error of 25% to 50% or relative standard error greater than 50%) have been applied based on unrounded data.

11 Standard errors can be used to construct confidence intervals around the estimated proportions. There are about two chances in three that the 'true' value is within the interval that ranges from the sample estimate minus one standard error (estimate - 1xSE) to the sample estimate plus one standard error (estimate + 1xSE). There are approximately 19 chances in 20 that the 'true' value lies within the interval from the estimate minus two standard errors (estimate - 2xSE) to the estimate plus two standard errors (estimate + 2xSE).

12 The above rule gives a symmetric confidence interval that is reasonably accurate when the estimated proportion is not too near 0.00 or 1.00. Where the estimated proportion is close to 0.00 or 1.00 it would be more accurate to use a confidence interval that was not symmetric around the sample estimate. If an estimate is close to 1.00, then the upper boundary of the confidence interval should be closer to the sample estimate than suggested above, while the lower boundary should be further from the sample estimate. Similarly, if an estimate is close to 0.00, then the lower boundary of the confidence interval should be closer to the sample estimate than suggested above, while the upper boundary should be further from the sample estimate. In particular, the symmetric confidence interval could include values that are not between 0.00 and 1.00. In such a case a good rule of thumb is to use a confidence interval of the same size as the symmetric one, but with the lower (or upper) boundary set to 0.00 (or 1.00).

13 Each data cube contains estimates of standard errors from which confidence intervals may be constructed.

Quality Declaration - Summary

QUALITY DECLARATION - SUMMARY

INSTITUTIONAL ENVIRONMENT

1 For information on the institutional environment of the Australian Bureau of Statistics (ABS), including the legislative obligations of the ABS, financing and governance arrangements, and mechanisms for scrutiny of ABS operations, please see ABS Institutional Environment.

RELEVANCE

2 The biennial Survey of Employee Earnings and Hours (EEH) produces statistics on the composition and distribution of earnings of employees, the hours for which they are paid, and the methods used to set their pay. Information is collected about the characteristics of employers, such as industry and sector, and their employees, such as occupation, type of employee, and method of setting pay. The principle users of the survey are located within Commonwealth and State government agencies, employer associations, industrial tribunals and unions. The estimates represent a critical information source for the Fair Work Commission and the Department of Employment. The survey also serves as an important data source for other ABS statistics such as the Wage Price Index.

3 Estimates are available by state/territory, industry, sector, occupation, sex, rate of pay (adult, junior, apprentice or trainee and disability), age group, managerial status, employee type, employer size, permanent/fixed term contract/casual status, full-time/part-time status and methods of setting pay.

TIMELINESS

4 The reference period for the 2016 Survey of Employee Earnings and Hours is the last pay period ending on or before 20 May 2016.

5 EEH estimates are released approximately eight months after the reference period for the May 2016 edition.

ACCURACY

6 Information for the EEH survey is collected via web form questionnaires from a sample of approximately 8,200 employers selected from the ABS Business Register. The employer sample is stratified by state, sector, industry division and employment size to ensure adequate state, sector and industry representation. These employers select a sample of employees from their payroll(s) using instructions provided by the ABS. Approximately 53,000 employees are sampled. A target minimum response rate is 95% for the survey as a whole and 95% for each state and industry.

7 There are two principal sources of error in surveys, sampling error and non-sampling error. Non-sampling error arises from inaccuracies in collecting, recording and processing the data. Every effort is made to minimise non-sampling error by the careful design and testing of questionnaires, detailed checking of the reported data and direct follow up with providers where significant errors are detected.

8 Sampling error occurs when a sample or subset of the population is surveyed rather than the entire population. One measure of the likely difference resulting from not including all of the population in the survey is given by the standard error. There are about two chances in three that a sample estimate will differ by less than one standard error from the figure that would have been obtained if the whole population had been included in the survey.

COHERENCE

9 The EEH survey has been conducted, either annually or biennially, since 1975. The survey has been biennial since 1996. Ordinarily, the survey is conducted in respect of the last pay period ended on or before the third Friday in May of the reference year. The 2008 EEH survey, however, was conducted in respect of the last pay period ended on or before the third Friday in August.

10 Estimates of employee earnings produced from the EEH survey are based on the Australian conceptual framework for measures of employee remuneration. From 2006, the measure of employee earnings for estimates produced from the survey is regular wages and salaries in cash (including amounts salary sacrificed), that is, cash earnings. Prior to 2006, estimates of employee earnings excluded amounts salary sacrificed by employees. Estimates from the 2002 and 2004 surveys have also been reproduced on the new conceptual basis as an aid to analysis, and broad level estimates for these years were included in the electronic data release accompanying the May 2006 publication.

11 Data on how employees' pay was set in the reference period have been collected in the survey since 2000. The 2000 survey collected data on whether all or any part of employees' pay was set by an individual arrangement, collective agreement, award, or a combination of these. From 2002, each survey cycle has collected information on whether the main part of employees' pay was set by an individual arrangement, collective agreement or award.

12 The EEH Survey uses Australian standard classifications to facilitate data comparability across statistical series. Industry data from August 2008 onwards are classified according to the Australian and New Zealand Standard Industrial Classification, 2006 (cat. no. 1292.0). Data for earlier series are classified to the 1993 edition of ANZSIC. Since May 2014, data on employee occupation are classified according to the Australian and New Zealand Standard Classification of Occupations, 2013 (cat. no. 1220.0). From May 2006 to May 2012, the classification used is the Australian and New Zealand Standard Classification of Occupations, 2006 (cat. no. 1220.0). Data for earlier series, issued since 1996, are classified to the Australian Standard Classification of Occupations, 1997 (cat. no. 1220.0).

13 The ABS conducts a number of sample surveys of businesses which collect information about employee earnings, or other measures of employee remuneration, and estimates of numbers of employees, including the Survey of Average Weekly Earnings and the Labour Force Survey. Care should be taken when comparing estimates of average weekly earnings compiled from the EEH survey with those published biannually in Average Weekly Earnings, Australia (cat. no. 6302.0) because of differences in the earnings concepts being measured, methodological differences between the surveys and differences in the two samples used. Estimates of numbers of employees from the Survey of Employee Earnings and Hours are published for the first time in May 2010. Users are directed to Labour Force, Australia (cat. no. 6202.0) as the primary source of official ABS statistics of employment. Caution should be exercised when comparing estimates of numbers of employees from EEH with those published monthly in Labour Force, Australia (cat. no. 6202.0) as there are a number of differences in sample design, survey methodology and scope and coverage, between the two collections.

INTERPRETABILITY

14 Employee Earnings and Hours, Australia, May 2016 (cat. no. 6306.0) contains Explanatory Notes, a Glossary and a Technical Note which provide further information about data sources, terminology and other technical aspects of the series.

15 A feature article A Guide to Understanding Employee Earnings and Hours Statistics has been released with the EEH 2016 publication to assist in appropriate interpretation and use of EEH data.

ACCESSIBILITY

16 Employee Earnings and Hours, Australia, May 2016 (cat. no. 6306.0) is available electronically from the ABS website and includes downloadable Excel data files.

17 If the information you require is not available as a standard product or service, then ABS Consultancy Services can help you with customised services to suit your needs. Inquiries should be made to the National Information and Referral Service on 1300 135 070. The ABS Privacy Policy outlines how the ABS will handle any personal information that you provide to us.